



Status of Women in Alabama

2020



THE WOMEN'S FUND
of GREATER BIRMINGHAM

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Mission

The Women's Fund of Greater Birmingham accelerates economic opportunity for women and their families through philanthropy, research, and advocacy.

Vision

We envision a society where power and possibility are not limited by gender.

The Women's Fund of Greater Birmingham is a change-making philanthropic organization accelerating economic opportunity for women across Alabama through philanthropy, research, and advocacy. Driven by the understanding that when women move forward, communities move with them, The Women's Fund funds change, identifies solutions, and shapes public policy to create opportunities that allow more women and their families to thrive. Founded in 1996, The Women's Fund is Alabama's first and only foundation to use a gender lens investment strategy.

Status of Women in Alabama can be viewed and downloaded at
www.womensfundbirmingham.org.

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Introduction

“The way to right wrongs is to turn the light of truth upon them.”

- Ida B. Wells, Journalist, Educator, and Civil Rights Leader



When The Women’s Fund of Greater Birmingham commissioned our inaugural *Status of Women* report in the Fall 2019, we knew we had to expose and illuminate the challenges facing women. And we knew data would tell the story far better than we could. Little did we realize that a global pandemic was developing and would soon take hold in our own state to change life as we know it.

As the pandemic erupted in the Spring of 2020, we heard countless stories—firsthand—about the crushing impact of COVID-19 on women. We paused to listen to our community partners. We also examined the data. Women are on the front lines of health care, making up 79 percent of health care workers thereby exposing them to a huge health risk.¹ Further, 90 percent of the child care industry is owned and operated by women, another critical industry that was dealt a devastating blow because of COVID-19.²





The effects of the pandemic have woven its way into every aspect of our communities; it has changed the way we work, parent, communicate and worship. It has magnified existing inequalities, exposed fragile systems, snuffed out lives, and taken away jobs in industries where women make up large swaths of the workforce, including hospitality and child care. And amid the overwhelming challenges of battling the pandemic, our country also faces another watershed moment, a reckoning around racism that is long overdue.

As the only public women's foundation in Alabama, we understand that the structures of racism and sexism have persisted in this country since its inception, but the efforts to combat each have remained separate for too long. By shining a light on the data and sharing the truth of gender and racial disparity, we can secure a better future for Alabama.

As the pandemic continues to wreak havoc across the state, our *Status of Women in Alabama* report has become more critical than ever. And although data revealing the impact of the pandemic is still emerging, we know that it must be recorded, studied and shared.

That understanding lead us to produce 2020's *Status of Women in Alabama* – the first of its kind in Alabama – in order to identify and connect critical overlapping data points that speak to the intersectionality of gender and race and ultimately serve as a benchmark for the well-being of women in Alabama.

Because if we know the story, we can influence its ending.

The *Status of Women* report will be produced biennially and will serve as a clearinghouse of data for measuring the well-being of women. This research is a resource for statewide nonprofits, policy makers, and business and community leaders. Disseminate it broadly, because without a measurement of the problem, and an understanding of what drives inequities, effective solutions are impossible to implement.

A handwritten signature in black ink that reads "Tracey Morant Adams".

Tracey Morant Adams, Chair, Board of Directors
Senior Executive Vice President, Chief Corporate
Social Responsibility Officer, Renasant Bank

A handwritten signature in black ink that reads "Melanie R. Bridgeforth".

Melanie R. Bridgeforth, MSW
President & CEO
The Women's Fund of Greater Birmingham

Executive Summary



When women thrive, Alabama thrives. When barriers for women are removed, their success extends to their families, our economy, and the state as a whole.

Status of Women in Alabama, a report by The Women's Fund of Greater Birmingham and based on data analysis by the Institute for Women's Policy and Research, examines barriers and opportunities for Alabama women with a focus on four essential areas that impact quality of life.



KEY FINDINGS:

- The wage gap for women in Alabama is larger than for women in the United States overall: women in Alabama earn only 73 cents for every dollar a man earns, while women in the U.S. earn 82 cents for every dollar a man earns. If the current trend continues, Alabama women will not reach pay equity until 2089.
- The wage gap is even larger for Black women and Latina women in Alabama, indicating racialized structural barriers to well-being. Black women make 58.5 cents and Latina women 48.8 cents for every dollar that a White man earned in Alabama in 2017.
- Much like the U.S. generally, nearly half of all households in Alabama with children under 18 have a mother as sole breadwinner.

When women thrive, Alabama thrives.



- Women in Alabama are entrepreneurial: they are slightly more likely to own their own business compared with women in the U.S. (37 percent versus 36 percent, respectively).
- Women in Alabama are more likely to live in poverty as compared with women in the U.S. in general: almost 18 percent of women in Alabama compared with 15 percent of women in the U.S.
- The annual cost of child care for an infant (under 12 months old) in Alabama is \$5,858, close to 17 percent of women's median annual earnings.
- Women in Alabama are less likely to have a bachelor's degree or higher than women in the U.S. overall (25 percent and 30 percent, respectively).
- In 2017, there were 102 pregnancy-related deaths and 2,480 infant deaths in Alabama.
- Eighty-six percent of Alabama women ages 18-64 are covered by health insurance.
- One out of four Alabama women (25 percent) holds a university degree (bachelor's degree or higher), a higher share than for Alabama men (24 percent).
- The Governor of Alabama (Kay Ivey) is a woman. Of the 22 members of the Governor's Cabinet, seven are women.
- Of the 140 members of the Alabama Legislature, 22 are women (18 Representatives and 4 Senators) (15.7 percent).
- With 25 women serving, women make up 7 percent of the 67 Alabama county commissions.
- In Alabama as of September 1, 2020, 55.5 percent of the individuals who tested positive for COVID-19 were women and 47.9 percent of deaths related to COVID-19 were women.³
- In August 2020 amid the COVID-19 pandemic, unemployment was 5.6 percent in Alabama. Of the unemployment claims, 57.3 percent of claims were made by women and 53.5 percent of claims were made by individuals who are Black.⁴

Women's earnings are essential to the economic security of their families. With a fair and equitable wage, access to educational opportunities, and proper health care, women can move themselves and their families forward. Additionally, higher numbers of women in government and as business leaders could also lead to an increase in policies and practices that strengthen families, communities, and the entire state of Alabama.

About this Project

Research is one of The Women's Fund of Greater Birmingham's core strategies to accelerate economic opportunity for women and their families. Our research guides all areas of our work and serves as a resource for statewide nonprofits, policy makers, and business and community leaders making their case to secure needed funding and to implement innovative solutions to move Alabama forward.

Status of Women in Alabama, a report by The Women's Fund of Greater Birmingham is based on data analysis by the Institute for Women's Policy and Research, the leading research organization in the United States applying quantitative and qualitative analysis of public policy through a gender lens. This report examines barriers and opportunities for Alabama women with a focus on four essential areas that impact quality of life:

1. **Work, Earnings, and Family**
2. **Poverty and Opportunity**
3. **Health and Well-Being**
4. **Political Representation and Leadership**

This report is the first of its kind in Alabama to delve into both statewide and county-by-county analysis on the issues most impacting women and the intersection of geographic location, race, ethnicity, and age.



4 essential areas for quality of life

1. Work, Earning and Family
2. Privacy and Opportunity
3. Health and Well-Being
4. Political Representation and Leadership

Demographics



An accurate count of Alabama’s population is critical to prioritizing specific barriers for women. This report not only looks at gender, but when the data is available from federal sources it is disaggregated by race, age, and family composition. These intersections are important to examine because we know, for example, that women of color face compounding inequities as they disproportionately experience barriers related to income, education, and health care. This baseline data is especially necessary as we plan future research on how women in Alabama are impacted by the COVID-19 pandemic. We hope that as you review this data, you will consider the faces behind the figures and recommit to achieving gender equity across Alabama.



Women of color face compounding inequities as they disproportionately experience barriers related to income, education, and health care.

- With over 1.9 million women (ages 18 and over), women make up 52 percent of Alabama's adult population.

- In Alabama, 43.7 percent of women are under 35 years old and 17.7 percent are 65 and older.
- The most populous counties for women are **Jefferson** (347,544 women) and **Mobile** (216,731 women), both of which have consistently had the most cases of COVID-19. In contrast, fewer than five thousand women live in **Greene** (4,476) and **Bullock** (4,689) counties.
- Over 34 percent of women in Alabama are women of color. The largest racial and ethnic groups are Black women (27.6 percent) and Hispanic women (3.8 percent).
- Fifteen percent of Alabama women live with a disability. In **Walker County Area**, the share of women with a disability is highest at 24.7 percent.

- Of all Alabama households with children under 18, two-thirds (66.7 percent) are headed by a married couple and 28.1 percent by a single woman.

COVID-19 Impact Insights:

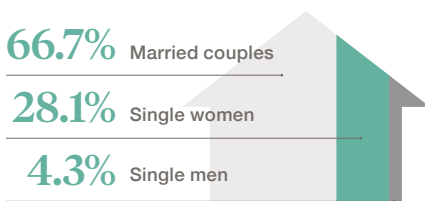


In Alabama as of September 1, 2020, **55.5 percent of the individuals who tested positive for COVID-19 were women** and 47.9 percent of deaths related to COVID-19 were women.⁵

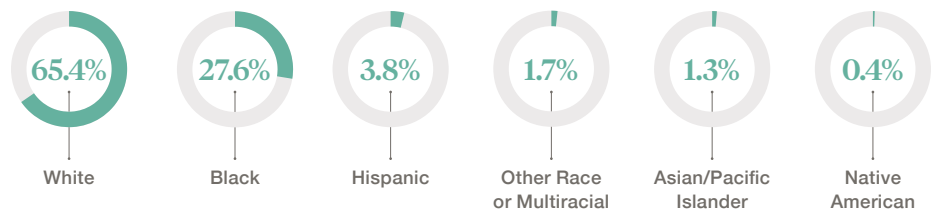
Nationally, 51.7 percent of the individuals who tested positive for COVID-19 were women and 46 percent of deaths related to COVID-19 were women (U.S. Centers for Disease Control and Prevention).⁶

In Alabama as of September 1, 2020, 26.1 percent of the individuals who tested positive for COVID-19 were Black (race was unknown for 34.7 percent of cases), and 40.2 percent of deaths related to COVID-19 were Black individuals.⁷ According to the American Foundation for AIDS Research, one in five counties nationally is disproportionately Black and represent 35 percent of the U.S. population, but these counties account for 45 percent of COVID-19 cases and 51 percent of COVID-19 deaths.⁸

ALABAMA HOUSEHOLDS WITH CHILDREN UNDER THE AGE OF 18



WOMEN IN ALABAMA BY RACE/ETHNICITY



DATA ON POPULATION BY COUNTY

To understand the challenges facing women in Alabama, we must know who and where they are. Alabama has vast swathes of rural areas, removed from the typical resources found in populated areas, but women deserve an equal chance at success regardless of where they live.

Table 1. Demographic Data by County Area in Alabama, 2018

Geographic Area	Total Population	Number of Women Aged 18 and Over	Female/Male Sex Ratio, Aged 18 and Over	Median Age for Female Population	Share of Women Who Are Immigrants	Share of Women with a Disability, Aged 21-64
Alabama	4,866,634	1,975,756	110%	40	3.2%	15.0%
Lauderdale County Area	186,243	77,206	111%	43	3.1%	14.4%
Madison County Area	545,749	217,359	106%	40	5.3%	12.9%
DeKalb & Jackson Counties	123,381	48,839	105%	41	4.6%	15.9%
Morgan County Area	152,181	60,424	106%	42	2.9%	15.1%
Cullman County Area	106,364	42,078	103%	42	1.7%	16.9%
St. Clair & Blount Counties	145,499	57,121	105%	41	2.3%	13.5%
Etowah County	102,872	42,199	111%	42	2.2%	16.6%
Talladega County Area	157,263	64,164	109%	43	1.1%	18.3%
Calhoun County	115,332	47,655	112%	40	2.5%	18.3%
Shelby County	211,032	83,831	108%	40	5.5%	10.2%
Jefferson County	659,949	273,590	116%	39	3.6%	14.8%
Walker County Area	117,574	47,752	108%	44	*	24.7%
Tuscaloosa County Area	224,787	93,304	110%	34	3.3%	11.6%
Dallas County Area	128,016	52,544	114%	41	*	20.0%
Chilton County Area	129,330	52,662	108%	43	2.2%	16.4%
Lee County	158,870	64,385	106%	32	5.7%	11.9%
Montgomery County Area	374,843	152,581	114%	38	3.3%	16.4%
Escambia County Area	136,486	54,951	106%	44	*	18.9%
Coffee County Area	122,758	49,789	112%	41	2.2%	18.9%
Russell County Area	147,333	59,250	107%	37	2.0%	17.1%
Houston-Dale County Area	197,302	79,986	111%	41	2.5%	17.7%
Baldwin County	208,879	85,085	109%	44	3.3%	9.9%
Mobile County	414,591	169,001	115%	39	3.3%	13.0%

Note: * = sample too small for statistical analysis. Estimates of the immigrant population include individuals born outside the United States who were not U.S. citizens at birth i.e. legal permanent residents, naturalized citizens, refugees, asylum seekers, and migrants who temporarily stay in the United States. It also includes some undocumented immigrants, although this population is likely undercounted by the survey data.

Source: IWPR analysis of 2014-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0).

For a listing of counties and areas included in each County Area, see page 64.

Table 2A. Number of Women and Girls in Alabama by Race/Ethnicity and County Area, 2018

Geographic Area	White		Hispanic		Black	
	Number	Percent	Number	Percent	Number	Percent
Alabama	1,633,448	65.4%	94,132	3.8%	693,320	27.6%
Lauderdale County Area	78,961	82.1%	4,422	4.6%	10,225	10.6%
Madison County Area	192,259	69.3%	16,969	6.1%	53,207	19.2%
DeKalb & Jackson Counties	52,968	84.8%	5,474	8.8%	1,373	2.2%
Morgan County Area	59,175	76.6%	4,707	6.1%	10,186	13.2%
Cullman County Area	49,359	92.3%	1,934	3.6%	508	0.9%
St. Clair & Blount Counties	63,604	86.9%	3,305	4.5%	5,434	7.4%
Etowah County	41,325	77.5%	1,790	3.4%	9,133	17.1%
Talladega County Area	59,133	73.7%	1,305	1.6%	18,354	22.9%
Calhoun County	42,902	71.4%	2,315	3.9%	13,267	22.1%
Shelby County	84,748	78.6%	5,524	5.1%	13,204	12.2%
Jefferson County	171,491	49.3%	11,454	3.3%	152,594	43.9%
Walker County Area	53,288	88.7%	948	1.6%	4,461	7.4%
Tuscaloosa County Area	69,984	60.0%	3,989	3.4%	39,892	34.2%
Dallas County Area	25,451	38.5%	*	*	39,622	60.0%
Chilton County Area	45,682	68.4%	2,224	3.3%	17,018	25.5%
Lee County	53,483	66.6%	2,884	3.6%	19,506	24.3%
Montgomery County Area	93,966	48.0%	4,964	2.5%	89,819	45.9%
Escambia County Area	37,798	54.7%	*	*	28,714	41.5%
Coffee County Area	44,948	70.7%	2,088	3.3%	14,312	22.5%
Russell County Area	31,619	42.3%	2,407	3.2%	38,507	51.5%
Houston-Dale County Area	70,474	69.2%	3,803	3.7%	24,499	24.1%
Baldwin County	89,173	83.5%	4,344	4.1%	10,045	9.4%
Mobile County	121,657	55.9%	6,247	2.9%	79,440	36.5%

Note: * = sample too small for statistical analysis. Racial categories are non-Hispanic. Source: IWPR analysis of 2014-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0).

Source: IWPR analysis of 2014-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0)

For a listing of counties and areas included in each County Area, see page 64.

Table 2B. Number of Women and Girls in Alabama by Race/Ethnicity and County Area, 2018

Geographic Area	Asian/Pacific Islander		Native American		Other Race or Multiracial	
	Number	Percent	Number	Percent	Number	Percent
Alabama	33,812	1.3%	10,112	0.4%	43,875	1.7%
Lauderdale County Area	635	0.7%	*	*	1,451	1.5%
Madison County Area	5,839	2.1%	1,322	0.5%	7,715	2.8%
DeKalb & Jackson Counties	*	*	732	1.2%	1,522	2.4%
Morgan County Area	*	*	1213	1.6%	1,640	2.1%
Cullman County Area	*	*	*	*	1,286	2.4%
St. Clair & Blount Counties	*	*	*	*	*	*
Etowah County	*	*	*	*	*	*
Talladega County Area	*	*	*	*	1082	1.3%
Calhoun County	*	*	*	*	906	1.5%
Shelby County	2,023	1.9%	*	*	2,070	1.9%
Jefferson County	5,496	1.6%	*	*	6,511	1.9%
Walker County Area	*	*	*	*	1,049	1.7%
Tuscaloosa County Area	1,572	1.3%	*	*	1,091	0.9%
Dallas County Area	*	*	*	*	*	*
Chilton County Area	*	*	*	*	1078	1.6%
Lee County	2,927	3.6%	*	*	1,465	1.8%
Montgomery County Area	3,720	1.9%	*	*	3,030	1.5%
Escambia County Area	*	*	1,099	1.6%	*	*
Coffee County Area	553	0.9%	*	*	1,254	2.0%
Russell County Area	*	*	*	*	1,363	1.8%
Houston-Dale County Area	973	1.0%	*	*	1,818	1.8%
Baldwin County	*	*	*	*	1,448	1.4%
Mobile County	4,330	2.0%	1,665	0.8%	4,251	2.0%

Note: * = sample too small for statistical analysis. Racial categories are non-Hispanic. Source: IWPR analysis of 2014-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0).

Source: IWPR analysis of 2014-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0).

For a listing of counties and areas included in each County Area, see page 64.

Table 3. Share of Women and Girls in Alabama by Age and County, 2018

Geographic Area	Number of Women and Girls	Share of Women Population Under 35	Share of Women Population, Ages 65 and Older
	Number	Percent	Percent
Alabama	2,508,881	43.47%	17.7%
Autauga	28,326	43.81%	16.1%
Baldwin	106,919	39.25%	20.4%
Barbour	12,085	41.38%	21.8%
Bibb	10,375	40.65%	19.5%
Blount	29,211	41.70%	19.5%
Bullock	4,689	38.75%	19.9%
Butler	10,657	39.79%	21.1%
Calhoun	59,783	42.54%	18.7%
Chambers	17,569	39.25%	21.0%
Cherokee	13,033	36.61%	23.1%
Chilton	22,258	44.15%	16.9%
Choctaw	6,822	35.74%	23.7%
Clarke	12,848	40.09%	20.1%
Clay	6,914	40.01%	20.9%
Cleburne	7,657	40.28%	20.3%
Coffee	25,974	42.74%	18.1%
Colbert	28,420	39.25%	21.1%
Conecuh	6,477	35.51%	22.9%
Coosa	5,354	33.81%	23.7%
Covington	19,179	38.80%	22.6%
Crenshaw	7,051	39.37%	20.5%
Cullman	41,753	41.52%	19.7%
Dale	25,021	44.44%	17.9%
Dallas	21,581	43.41%	17.9%
DeKalb	35,896	43.22%	17.9%
Elmore	41,762	43.44%	15.3%
Escambia	18,261	42.66%	20.2%
Etowah	53,288	40.13%	20.3%
Fayette	8,415	38.11%	22.7%
Franklin	15,940	43.71%	18.1%
Geneva	13,520	39.86%	21.1%
Greene	4,476	41.26%	22.3%
Hale	7,868	41.60%	19.4%
Henry	8,892	36.72%	23.3%

Geographic Area	Number of Women and Girls	Share of Women Population Under 35	Share of Women Population, Ages 65 and Older
	Number	Percent	Percent
Alabama	2,508,881	43.47%	17.7%
Houston	54,323	42.30%	18.50%
Jackson	26,558	38.01%	20.90%
Jefferson	347,544	44.43%	16.80%
Lamar	7,133	37.89%	23.40%
Lauderdale	48,270	41.59%	21.00%
Lawrence	17,168	40.79%	18.90%
Lee	80,915	53.05%	12.10%
Limestone	46,625	43.06%	16.40%
Lowndes	5,406	41.56%	19.40%
Macon	10,264	45.48%	20.00%
Madison	182,895	44.07%	15.80%
Marengo	10,092	39.59%	20.70%
Marion	15,067	38.20%	23.10%
Marshall	48,168	43.27%	18.60%
Mobile	216,731	45.22%	16.80%
Monroe	11,282	39.48%	20.10%
Montgomery	119,587	46.20%	15.70%
Morgan	60,462	41.47%	18.60%
Perry	5,050	42.18%	20.70%
Pickens	10,590	38.84%	19.90%
Pike	17,376	52.37%	15.60%
Randolph	11,585	39.21%	21.70%
Russell	30,089	46.67%	15.20%
Shelby	108,783	43.38%	15.40%
St. Clair	43,551	42.06%	17.40%
Sumter	6,971	46.22%	18.90%
Talladega	41,409	41.56%	18.50%
Tallapoosa	21,119	38.68%	21.40%
Tuscaloosa	106,674	51.32%	13.70%
Walker	32,987	39.97%	20.50%
Washington	8,223	39.21%	20.10%
Wilcox	5,675	42.06%	19.80%
Winston	12,035	37.52%	22.90%

Source: IWPR compilation using Data.census.gov based on 2014-2018 annual estimates (U.S. Census Bureau, 2020).



HOUSEHOLD TYPES

Household types matter, because families matter.

The Women’s Fund of Greater Birmingham uses a two-generation approach in our philanthropy, meaning we invest in initiatives that focus on creating well-being for the entire family. Parents, children, and extended families do not live in silos, and so the services and solutions we advocate for should not either. Success happens when we intentionally and simultaneously work with children and the adults in their lives to bring a better future to all generations.

Table 4. Marital Status of Women in Alabama by County Area, 2018

Geographic Area	Marital Status of Women					
	Married		Separated, Divorced, Widowed		Never Married	
	Number	Percent	Number	Percent	Number	Percent
Alabama	930,051	44.9%	550,622	26.6%	589,285	28.5%
Lauderdale County Area	39,053	48.2%	22,248	27.5%	19,709	24.3%
Madison County Area	111,358	48.9%	56,032	24.6%	60,401	26.5%
DeKalb & Jackson Counties	25,811	50.2%	15,371	29.9%	10,271	20.0%
Morgan County Area	32,312	51.2%	16,829	26.6%	14,018	22.2%
Cullman County Area	22,723	51.7%	13,173	30.0%	8,051	18.3%
St. Clair & Blount Counties	33,418	56.1%	15,513	26.1%	10,598	17.8%
Etowah County	20,285	45.9%	13,067	29.6%	10,795	24.5%
Talladega County Area	32,447	48.3%	18,406	27.4%	16,394	24.4%
Calhoun County	23,094	46.4%	13,574	27.3%	13,109	26.3%
Shelby County	48,306	54.7%	18,610	21.1%	21,317	24.2%
Jefferson County	112,382	39.3%	78,062	27.3%	95,301	33.4%
Walker County Area	25,047	49.5%	15,133	29.9%	10,409	20.6%
Tuscaloosa County Area	39,293	40.3%	21,193	21.7%	37,122	38.0%
Dallas County Area	19,176	34.8%	16,306	29.6%	19,652	35.6%
Chilton County Area	25,768	46.6%	15,938	28.8%	13,577	24.6%
Lee County	28,665	42.9%	13,260	19.8%	24,911	37.3%
Montgomery County Area	66,764	41.6%	40,201	25.1%	53,368	33.3%
Escambia County Area	23,450	40.4%	16,707	28.8%	17,861	30.8%
Coffee County Area	24,285	46.5%	15,564	29.8%	12,360	23.7%
Russell County Area	22,011	35.7%	15,772	25.6%	23,871	38.7%
Houston-Dale County Area	37,804	45.1%	24,734	29.5%	21,274	25.4%
Baldwin County	42,744	48.0%	25,862	29.0%	20,487	23.0%
Mobile County	73,855	41.6%	49,067	27.7%	54,429	30.7%

Note: Female population aged 15 and older.

Source: IWPR analysis of 2014-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0).

For a listing of counties and areas included in each County Area, see page 64.

Table 5. Family Type of Households with Children by County Area in Alabama, 2018

Geographic Area	Distribution of Households with Children Under 18 by Type		
	Married Couples	Single Men	Single Women
	Percent	Percent	Percent
Alabama	67.6%	4.3%	28.1%
Lauderdale County Area	70.5%	*	25.5%
Madison County Area	72.2%	4.9%	22.9%
DeKalb & Jackson Counties	74.9%	3.3%	21.9%
Morgan County Area	69.2%	5.7%	25.1%
Cullman County Area	75.2%	*	20.2%
St. Clair & Blount Counties	78.5%	*	17.3%
Etowah County	68.1%	*	27.4%
Talladega County Area	68.3%	*	28.6%
Calhoun County	65.6%	*	31.3%
Shelby County	82.2%	*	15.1%
Jefferson County	61.5%	5.2%	33.3%
Walker County Area	73.3%	*	21.9%
Tuscaloosa County Area	65.5%	*	29.7%
Dallas County Area	50.9%	*	43.8%
Chilton County Area	65.9%	*	31.6%
Lee County	70.8%	*	25.9%
Montgomery County Area	62.2%	3.9%	33.9%
Escambia County Area	61.9%	*	33.4%
Coffee County Area	64.6%	*	32.0%
Russell County Area	51.8%	*	44.7%
Houston-Dale County Area	67.7%	4.6%	27.7%
Baldwin County	78.3%	*	17.5%
Mobile County	63.1%	4.0%	32.9%

Note: * = sample too small for statistical analysis.

Source: IWPR analysis of 2014-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0).

For a listing of counties and areas included in each County Area, see page 64.

Work, Earnings, and Fair



Women’s earnings are essential to the economic mobility of families. Nationwide, in half of all families with children, women are either the sole breadwinner or contribute to at least 40 percent of the household income. This section examines women’s presence in the labor market as compared to men, their earnings, business ownership, and economic contributions to their households.

- **The ratio of women to men’s earnings is 73.4 percent, meaning on average, women who work full-time, year-round make 26.6 cents less to every dollar earned by a man. If the current trend continues, Alabama women will have to wait until the year 2089 to reach pay equity.**
- The median annual wage for Alabama women who work full-time, year-round is \$35,003. County areas with the highest female to male earnings ratios are **Lee County** and **Chilton County Area** (both 79.9 percent). In **Dallas County Area**, women earn only 64.9 percent of men’s median annual earnings.
- Women’s labor force participation rate in Alabama (52.2 percent) is ten percentage points lower than men’s (62.3 percent). Black women (57.3 percent) have the highest labor force participation rate of women by race and ethnicity.
- According to The Women’s Fund of Greater Birmingham’s own *Clearing the Path: Building a Sustainable and Inclusive Workforce for Alabama*, raising Alabama’s labor participation rate to the national average could add an estimated 80,941 women to the workforce.



Family

- Jefferson County has the highest women's labor force participation rate at 58.0 percent.
- The share of women paid at or below the Federal minimum wage (\$7.25 per hour) is 4.9 percent compared to 1.7 percent of men. Alabama has no state minimum wage.
- The median income of households headed by men in Alabama is \$57,544 compared to \$41,000 for households headed by women.
- **The share of Alabama women who are breadwinners is 74.2 percent. Breadwinners include all single women and married women who earn at least 40 percent of household income.**
- Tuscaloosa County Area has the highest share of women breadwinners (82.6 percent).
- In Alabama, close to eighty percent (77.9 percent) of Black mothers with children under 18 are breadwinners. The proportion of breadwinner mothers is the lowest among Asian/Pacific Islander women (37.3 percent).
- Out of all households with a breadwinner mother with children under 18, 53.8 percent are headed by single mothers.
- **Alabama women primarily work in the Service industry sector (48.7 percent). These same women were on the frontlines of Alabama's team of essential workers, keeping the economy running.**
- Close to four in ten women (39.3 percent) work in Managerial or Professional occupations. Approximately 40 percent of Alabama women are split evenly between Office and Administrative Support (19.9 percent) and Service (19.9 percent) occupations.
- **The share of women-owned businesses in Alabama is 36.8 percent.**
- Counties with the highest and lowest share of women-owned businesses are Greene County (56.4 percent) and Bibb County (19.4 percent) respectively.

Women's earnings are essential to the economic mobility of families.

MEDIAN HOUSEHOLD INCOME FOR MEN AND WOMEN IN ALABAMA



PERCENTAGE OF ALABAMA WOMEN WHO ARE BREADWINNERS



SHARE OF WOMEN-OWNED BUSINESSES IN ALABAMA



COVID-19 Impact Insights:



In August 2020, unemployment was 5.6 percent in Alabama. Of the unemployment claims, **57.3 percent of claims were made by women** and 53.5 percent of claims were made by individuals who are Black.⁹



Frontline employees responding to the COVID-19 pandemic are mostly women. In the United States, women make up 79 percent of health care workers.¹⁰ Additionally, 88.9 percent of child care workers are women, and 61.2 percent are child care workers of color.¹¹



The Women's Fund in Action: Combating COVID with Philanthropy



In 2020, The Women's Fund established a permanent emergency relief fund in response to the COVID-19 pandemic. When The Women's Fund launched the Rapid Operating and Response (ROAR) for Women Fund, only 7 percent of licensed child care centers in Alabama were open and operating. Some were planning to close permanently with devastating long-term effects for women, families, and communities. The goal of the ROAR for Women Fund is to raise and deploy financial capital in the form of targeted, flexible grants to child care centers to fill these

critical financial gaps and incentivize them to reopen. Grants were prioritized to child care centers located in the areas of Alabama most affected by the pandemic—those serving the children of essential employees. Of the ROAR Grantee awards made, 97 percent have gone to women-owned businesses.





On June 11, 2019, Alabama Governor Kay Ivey signed the Clarke-Figures Equal Pay Act into law, making Alabama the 49th state to enact a state law in support of wage equality. (Photo: *Signing of the Equal Pay Act with Gov. Kay Ivey; Lilly Ledbetter; The Women's Fund staff (Melanie R. Bridgeforth, President & CEO; Susan Kennedy, Consultant; Kim Holt Cochran, VP of External Affairs); State Rep. Adline Clarke (District 97); State Rep. Ginny Shaver (District 39); and a host of committed advocates.*)

The Women's Fund in Action: Breaking Barriers with Policy Change



In May 2019, the Clarke-Figures Equal Pay Act unanimously passed the House and Senate – a formal recognition by the Alabama Legislature that the gender pay gap does, in fact, exist in Alabama.

The equal pay legislation was an essential part of the 2019 Agenda for Women, our inaugural policy platform, and remains a priority for The Women's Fund of Greater Birmingham.

Advocates and supporters from across Alabama joined with The Women's Fund to advocate for the passage of this historic legislation.

While this was a monumental step in the right direction for Alabama, it is important to recognize that the gap remains and we must continue to work against the systemic prejudices that result in unequal pay for women who do the same work as men.

Table 6. The Gender Wage Gap, Minimum Wage, and Paid Sick Days in Alabama

Gender Wage Gap	Number	Percent
2018 Gender Wage Gap for Full-Time, Year Round Workers (a)	--	26.6%
Projected Year for Closing the Gender Wage Gap (b)	2089	--
Lifetime Losses from the Gender Wage Gap for Alabama Women Born in the 1960s (c)	Number	Percent
By Age 29	\$90,350	--
By Age 39	\$221,600	--
By Age 49	\$388,025	--
By Age 59	\$514,535	--
Minimum Wage (d)	Number	Percent
Women paid at or below minimum wage	28,924	4.9%
Men paid at or below minimum wage	10,447	1.7%
Paid Sick Days (e)	Number	Percent
Women who have access to Paid Sick Days	878,318	62.3%

Source: (a) IWPR analysis of 2014-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0); (b) IWPR Analysis of the Decennial Censuses of 1960-1990 and 2005-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0); (c) IWPR analysis of Current Population Surveys microdata (Flood et al., 2018); (d) IWPR analysis of monthly Current Population Surveys from Aug 2016 to July 2019 (Flood et al., 2018); (e) IWPR analysis of 2015-2017 National Health Interview Survey microdata.

Table 7. Employment and Earnings in Alabama by Age, 2018

Age Group	Women's Median Annual Earnings for Full-Time, Year-Round Workers	Women to Men Earnings Ratio	Labor Force Participation Rate			
			Women		Men	
			Dollars	Percent	Number	Percent
16 to 34	\$28,249	86.2%	395,907	64.1%	418,779	68.9%
35 to 64	\$39,000	73.1%	615,476	63.0%	675,609	74.2%
65 and older	\$34,326	62.2%	52,547	11.8%	64,186	18.9%
Total (Aged 16 and older)	\$35,003	73.4%	1,063,930	52.2%	1,158,574	62.3%

Note: Female to male's earnings ratios are for full time, year-round workers.

Source: IWPR analysis of 2014-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0).

Table 8. Employment and Earnings in Alabama by Race/Ethnicity, 2018

Age Group	Women's Median Annual Earnings for Full-Time, Year-Round Workers	Women to Men Earnings Ratio	Race/Ethnicity			
			Women		Men	
			Dollars	Percent	Number	Percent
White	\$38,000	72.6%	683,267	50.2%	809,613	63.4%
Hispanic	\$25,110	48.0%	29,699	49.5%	53,578	79.1%
Black	\$30,400	58.1%	317,330	57.3%	257,985	56.2%
Asian/Pacific Islander	\$42,001	80.3%	14,103	51.5%	17,069	75.2%
Native American	\$40,977	78.3%	4,233	50.6%	4,623	55.1%
Other Race or Multiracial	\$36,619	70.0%	15,298	55.8%	15,706	62.9%
Total	\$35,003	69.9%	1,063,930	52.2%	1,158,574	62.3%

Note: Racial categories are non-Hispanic. Population is aged 16 and older. Female to White male earnings ratios are for full time, year-round workers.

Source: IWPR analysis of 2014-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0).

Table 9. Employment and Earnings in Alabama by County Area, 2018

Geographic Area	Women's Median Annual Earnings for Full-Time, Year-Round Workers	Women to Men Earnings Ratio	Women's Labor Force Participation Rate		Working Part-Time	
	Dollars	Percent	Number	Percent	Women	Men
					Percent	Percent
Alabama	\$35,003	73.4%	1,063,930	52.2%	25.9%	14.0%
Lauderdale County Area	\$31,387	74.0%	38,991	48.9%	28.7%	14.7%
Madison County Area	\$39,000	73.5%	123,786	55.2%	27.7%	13.8%
DeKalb & Jackson Counties	\$28,000	71.3%	22,590	44.5%	27.8%	12.5%
Morgan County Area	\$32,000	72.3%	30,253	48.8%	25.4%	13.4%
Cullman County Area	\$28,684	68.5%	20,224	46.7%	26.3%	12.7%
St. Clair & Blount Counties	\$37,392	77.7%	28,583	48.8%	24.5%	10.4%
Etowah County	\$30,733	71.4%	21,790	50.2%	27.9%	12.9%
Talladega County Area	\$32,000	75.4%	31,188	47.0%	24.9%	11.3%
Calhoun County	\$33,806	76.0%	25,631	52.2%	29.5%	14.5%
Shelby County	\$44,497	71.8%	49,954	57.5%	26.1%	12.8%
Jefferson County	\$39,989	76.5%	163,496	58.0%	24.0%	15.8%
Walker County Area	\$31,821	75.0%	22,488	45.2%	26.5%	12.5%
Tuscaloosa County Area	\$35,855	75.2%	52,001	54.1%	29.0%	14.8%
Dallas County Area	\$27,500	64.9%	23,826	44.0%	27.1%	12.2%
Chilton County Area	\$31,783	79.9%	25,489	46.9%	22.0%	11.8%
Lee County	\$37,610	79.9%	37,227	56.3%	31.7%	20.2%
Montgomery County Area	\$36,021	75.5%	87,546	55.4%	22.9%	14.5%
Escambia County Area	\$30,000	69.7%	22,716	39.7%	21.2%	9.1%
Coffee County Area	\$31,783	75.0%	25,632	49.9%	21.6%	13.4%
Russell County Area	\$30,733	73.4%	30,379	49.8%	27.8%	17.1%
Houston-Dale County Area	\$31,783	75.0%	40,663	49.2%	27.9%	12.9%
Baldwin County	\$34,830	71.4%	47,861	54.4%	27.6%	14.2%
Mobile County	\$33,902	71.0%	91,616	52.5%	23.7%	13.5%

Note: Population is aged 16 and older. Female to male's earnings ratios are for full time, year-round workers.
 Source: IWPR analysis of 2014-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0).

For a listing of counties and areas included in each County Area, see page 64.

INCOME BY HOUSEHOLD TYPE

Income is one measure of economic power and opportunity. More than 74 percent of Alabama families rely on women to be a breadwinner in their homes, helping pay for food, housing, and child care. When women in Alabama earn a living wage, they are better able to support their families and contribute to our state's economy.

Table 10. Male and Female Head of Household's Median Incomes by County Area in Alabama, 2018

Geographic Area	Median Income of Households with Female Head		Median Income of Households with Male Head	
	Number	Dollars	Number	Dollars
Alabama	598,319	\$41,000	637,592	\$57,544
Lauderdale County Area	22,652	\$37,081	24,985	\$52,000
Madison County Area	70,210	\$46,000	83,191	\$68,006
DeKalb & Jackson Counties	12,595	\$37,125	16,061	\$46,099
Morgan County Area	17,225	\$44,550	21,741	\$52,312
Cullman County Area	11,109	\$40,259	13,487	\$46,099
St. Clair & Blount Counties	17,187	\$48,127	17,309	\$61,448
Etowah County	11,984	\$36,879	12,392	\$48,792
Talladega County Area	18,579	\$39,352	19,297	\$47,081
Calhoun County	15,535	\$37,081	13,964	\$57,210
Shelby County	27,323	\$62,775	32,150	\$80,000
Jefferson County	93,544	\$42,378	89,008	\$62,582
Walker County Area	12,613	\$37,081	14,744	\$49,172
Tuscaloosa County Area	24,399	\$37,081	31,235	\$62,507
Dallas County Area	12,331	\$26,486	13,055	\$50,914
Chilton County Area	14,836	\$38,928	14,993	\$53,035
Lee County	20,407	\$40,977	22,893	\$54,405
Montgomery County Area	50,501	\$40,789	50,082	\$58,000
Escambia County Area	11,283	\$35,855	15,048	\$50,000
Coffee County Area	13,804	\$37,904	15,709	\$53,035
Russell County Area	16,550	\$30,733	16,906	\$45,587
Houston-Dale County Area	23,458	\$39,670	24,646	\$52,972
Baldwin County	26,114	\$47,041	25,088	\$61,773
Mobile County	54,080	\$38,928	49,608	\$59,329

Source: IWPR analysis of 2014-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0).

For a listing of counties and areas included in each County Area, see page 64.

Table 11. Breadwinner Mothers in Alabama by Race/Ethnicity, 2018

Race/Ethnicity	Share of Breadwinner Mothers Out of All Households with Children Under 18	
	Number	Percent
White	121,841	43.2%
Hispanic	7,785	35.1%
Black	93,209	77.9%
Asian/Pacific Islander	2,596	37.3%
Native American	876	50.6%
Other Race or Multiracial	3,055	51.5%
Total	229,362	52.3%

Note: Racial categories are non-Hispanic. Breadwinner mothers (with children under 18) include single mothers and married mothers who earn at least 40 percent of household income. Source: IWPR analysis of 2014-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0).

Table 12. Female Breadwinners and Breadwinner Mothers by County Area in Alabama, 2018

Geographic Area	Share of Women Who Are Breadwinners		Households with a Breadwinner Mother Out of All Households with Children Under 18		Single Mother Households Out of All Households with a Breadwinner Mother with Children Under 18	
	Number	Percent	Number	Percent	Number	Percent
Alabama	454,120	74.2%	229,362	52.3%	123,324	53.8%
Lauderdale County Area	16,234	70.3%	8,326	49.0%	4,332	52.0%
Madison County Area	52,033	73.0%	26,212	47.6%	12,588	48.0%
DeKalb & Jackson Counties	8,138	64.3%	5,284	46.2%	2,501	47.3%
Morgan County Area	11,564	67.0%	6,456	46.6%	3,479	53.9%
Cullman County Area	7,644	67.7%	4,220	46.2%	1,843	43.7%
St. Clair & Blount Counties	11,292	65.5%	6,269	46.0%	2,357	37.6%
Etowah County	8,339	69.1%	4,269	49.2%	2,374	55.6%
Talladega County Area	13,174	70.4%	7,279	51.1%	4,074	56.0%
Calhoun County	10,833	68.6%	5,842	59.1%	3,099	53.0%
Shelby County	18,878	67.9%	9,811	43.8%	3,396	34.6%
Jefferson County	77,147	80.2%	34,436	56.3%	20,356	59.1%
Walker County Area	8,579	67.8%	4,837	46.5%	2,278	47.1%
Tuscaloosa County Area	21,885	82.6%	10,823	54.4%	5,916	54.7%
Dallas County Area	9,947	79.0%	5,672	60.3%	4,114	72.5%
Chilton County Area	10,467	70.4%	5,678	56.3%	3,181	56.0%
Lee County	17,029	77.6%	7,707	51.8%	3,846	49.9%
Montgomery County Area	41,444	79.9%	21,266	57.8%	12,467	58.6%
Escambia County Area	8,006	70.5%	5,235	57.0%	3,073	58.7%
Coffee County Area	9,865	71.4%	5,460	52.5%	3,335	61.1%
Russell County Area	14,689	80.8%	7,459	64.4%	5,175	69.4%
Houston-Dale County Area	17,009	71.9%	8,451	50.9%	4,592	54.3%
Baldwin County	18,955	72.2%	6,966	45.3%	2,693	38.7%
Mobile County	40,969	74.4%	21,404	57.4%	12,255	57.3%

Note: Breadwinners include all single women and married women who earn at least 40 percent of household income. Breadwinner mothers (with children under 18) include single mothers and married mothers who earn at least 40 percent of household income. Source: IWPR analysis of 2014-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0).

For a listing of counties and areas included in each County Area, see page 64.

WOMEN IN THE WORKFORCE BY INDUSTRY AND OCCUPATION

Women’s leadership and unique perspectives benefit business and industry across Alabama; however, women are not represented proportionately across all sectors. Whether it is unconscious bias in hiring and promotions or “traditional” gender expectations limiting a woman’s role, women often face additional challenges in the workplace. By knowing the industries in which women work, we can create workplace environments that better support women.

Table 13. Distribution of Women Working in Top 4 Industries by County Area in Alabama, 2019

Geographic Area	Services		Government		Wholesale and Retail		Manufacturing	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Alabama	483,341	48.7%	176,139	17.8%	140,016	14.1%	75,794	7.6%
Lauderdale County Area	17,695	48.2%	6,684	18.2%	5,651	15.4%	*	*
Madison County Area	58,668	50.5%	21,214	18.2%	15,515	13.3%	10,209	8.8%
DeKalb & Jackson Counties	8,574	40.3%	*	*	*	*	*	*
Morgan County Area	13,370	47.4%	*	*	*	*	*	*
Cullman County Area	8,716	45.8%	*	*	*	*	*	*
St. Clair & Blount Counties	12,517	46.1%	*	*	*	*	*	*
Etowah County	11,235	54.2%	*	*	*	*	*	*
Talladega County Area	12,426	42.0%	5,879	19.9%	*	*	*	*
Calhoun County	10,396	44.8%	*	*	*	*	*	*
Shelby County	22,887	48.0%	7,616	16.0%	6,863	14.4%	*	*
Jefferson County	79,647	52.6%	24,122	15.9%	17,827	11.8%	6,986	4.6%
Walker County Area	9,795	48.1%	*	*	*	*	*	*
Tuscaloosa County Area	24,672	50.6%	9958	20%	*	*	*	*
Dallas County Area	9,621	46.1%	*	*	*	*	*	*
Chilton County Area	10,970	46.7%	*	*	*	*	*	*
Lee County	16,374	46.7%	7,217	20.6%	*	*	*	*
Montgomery County Area	39,120	47.8%	18,481	22.6%	10,458	12.8%	*	*
Escambia County Area	8,785	44.0%	4,166	20.9%	*	*	*	*
Coffee County Area	9,999	42.2%	4,680	19.7%	3,536	14.9%	*	*
Russell County Area	11,357	41.6%	5,674	20.8%	*	*	*	*
Houston-Dale County Area	19,045	51.0%	5,808	15.6%	6,484	17.4%	2,385	6.4%
Baldwin County	22,509	49.1%	7,366	16.1%	8,035	17.5%	*	*
Mobile County	44,963	52.1%	14,089	16.3%	13,045	15.1%	*	*

Note: * = sample too small for statistical analysis. Only top four industries where 88.2% of women in Alabama work are shown here. Other industries include: Finance and Real Estate (6.8% women), Transportation, Communication and Utilities (3.2%), Mining and Construction (1.4%) and Agriculture, Forestry and Fisheries (0.4%).
Source: IWPR analysis of 2014-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0).

For a listing of counties and areas included in each County Area, see page 64.

Table 14. Distribution of Women Working in Top 4 Occupational Groups by County Area in Alabama, 2018

Geographic Area	Managerial or Professional Occupations		Service Occupations		Office and Administrative Support Occupations		Sales and Related Occupations	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Alabama	389,423	39.3%	197,718	19.9%	197,419	19.9%	119,517	12.1%
Lauderdale County Area	13,104	35.7%	7,991	21.8%	7,998	21.8%	4,201	11.4%
Madison County Area	52,381	45.1%	21,923	18.9%	20,705	17.8%	12,298	10.6%
DeKalb & Jackson Counties	6,420	30.2%	*	*	*	*	*	*
Morgan County Area	9,991	35.5%	*	*	*	*	*	*
Cullman County Area	6,873	36.1%	*	*	*	*	*	*
St. Clair & Blount Counties	10,619	39.1%	*	*	*	*	*	*
Etowah County	6,990	33.7%	*	*	*	*	*	*
Talladega County Area	9,976	33.7%	*	*	5,876	19.9%	*	*
Calhoun County	7,927	34.2%	*	*	*	*	*	*
Shelby County	22,137	46.4%	7,420	15.6%	9,431	19.8%	7,035	14.8%
Jefferson County	65,948	43.6%	28,045	18.6%	30,729	20.3%	17,662	11.7%
Walker County Area	6,858	33.7%	*	*	*	*	*	*
Tuscaloosa County Area	19,083	39.2%	10,443	21.5%	8,678	17.8%	*	*
Dallas County Area	7,030	33.7%	*	*	*	*	*	*
Chilton County Area	7,551	32.2%	*	*	*	*	*	*
Lee County	15,603	44.5%	*	*	*	*	*	*
Montgomery County Area	32,980	40.3%	15,614	19.1%	16,378	20.0%	9,602	11.7%
Escambia County Area	6,256	31.3%	*	*	*	*	*	*
Coffee County Area	8,795	37.2%	3,792	16.0%	4,826	20.4%	*	*
Russell County Area	9,247	33.9%	*	*	5,652	20.7%	*	*
Houston-Dale County Area	13,356	35.8%	7,947	21.3%	7,585	20.3%	5,176	13.9%
Baldwin County	17,983	39.3%	10,043	21.9%	*	*	*	*
Mobile County	32,315	37.5%	18,174	21.1%	18,659	21.6%	10,856	12.6%

Note: * = sample too small for statistical analysis. Only top four occupational groups held by 91.2 % of women in Alabama are shown here. Other occupations include: Production, Transportation and Material Moving (7.8% women), Natural Resources, Construction and Maintenance (0.9%) and Armed Forces (0.1%).

Source: IWPR analysis of 2014-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0).

For a listing of counties and areas included in each County Area, see page 64.

WOMEN-OWNED BUSINESSES

When women are their own boss, they can set a schedule that works best to meet the needs of their family. Women business owners also fuel our local economies and provide critical leadership in our communities. When women are represented at businesses roundtables, in local and state politics, and can leverage their lived experience, workplaces work better for women and their families.



Table 15. Share and Number of Women-Owned Businesses in Alabama by County, 2012

Geographic Area	Women-Owned Businesses	
	Number	Percent
Alabama	137,630	36.8%
Autauga County	1,093	37.1%
Baldwin County	6,505	33.0%
Barbour County	760	45.1%
Bibb County	254	19.4%
Blount County	1,400	30.8%
Bullock County	365	56.2%
Butler County	497	35.8%
Calhoun County	2,570	34.2%
Chambers County	1,143	40.6%
Cherokee County	589	37.9%
Chilton County	930	29.7%
Choctaw County	323	26.2%
Clarke County	894	37.0%
Clay County	261	29.9%
Cleburne County	317	26.8%
Coffee County	1,482	40.2%
Colbert County	1,872	36.8%
Conecuh County	303	36.4%
Coosa County	159	34.6%
Covington County	891	33.5%
Crenshaw County	309	33.5%
Cullman County	1,546	24.0%
Dale County	1,102	40.6%
Dallas County	1,066	39.1%
DeKalb County	1,928	33.0%
Elmore County	1,723	32.8%
Escambia County	951	33.7%
Etowah County	2,902	33.7%
Fayette County	436	38.3%
Franklin County	538	23.0%
Geneva County	375	26.2%
Greene County	360	56.5%
Hale County	385	36.1%
Henry County	280	27.2%
Houston County	3,266	37.1%
Jackson County	1,004	27.6%

Geographic Area	Women-Owned Businesses	
	Number	Percent
Alabama	137,630	36.8%
Jefferson County	21,298	37.00%
Lamar County	501	44.90%
Lauderdale County	2,504	29.30%
Lawrence County	895	40.20%
Lee County	3,675	31.80%
Limestone County	2,245	37.60%
Lowndes County	433	49.00%
Macon County	704	50.30%
Madison County	10,709	37.80%
Marengo County	447	31.60%
Marion County	742	32.50%
Marshall County	2,642	33.60%
Mobile County	15,511	43.20%
Monroe County	462	35.10%
Montgomery County	8,035	40.30%
Morgan County	3,330	34.60%
Perry County	196	33.90%
Pickens County	585	39.30%
Pike County	818	33.80%
Randolph County	644	31.10%
Russell County	1,940	42.70%
Shelby County	5,937	31.80%
St. Clair County	1,853	30.30%
Sumter County	372	42.50%
Talladega County	1,857	38.60%
Tallapoosa County	701	26.90%
Tuscaloosa County	5,171	36.30%
Walker County	1,608	34.60%
Washington County	402	34.20%
Wilcox County	315	36.50%
Winston County	638	34.70%

Source: IWPR compilation using Data.census.gov based on US Department of Commerce 2012 Survey of Business Owners (US Census Bureau, 2020).

Poverty and Opportunit



Reconciling work and family obligations can be a challenge for all women, especially women earning low or poverty-level wages. Access to quality education and opportunities to build assets, like home ownership, can provide women with greater economic stability and independence.

This section examines the extent of poverty faced by women in Alabama, as well as the educational opportunities and government resources available to them.



- Approximately 17.8 percent of Alabama women aged 16 and older experience poverty (see definitions). The share of women experiencing poverty is highest (25.3 percent) among those aged 16 to 34.

- Over one fifth of Alabama women aged 16 and older (20.8 percent) have low-incomes (see definitions); women aged 65 and older are more likely to have low incomes than other age groups.
- Among racial and ethnic groups, the shares of women experiencing poverty or with low-incomes are the highest among Hispanic and Black women.



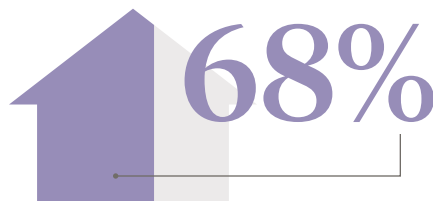
- The highest shares of women experiencing poverty are found in **Perry** (41.2 percent) and **Greene** (38.7 percent) counties. In contrast, only 9.5 percent of women in **Shelby County** experience poverty.
- Nearly seventy percent (66.9 percent) of single mothers with children under 18 experience poverty.
- **The annual cost of child care for an infant (under 12 months old) in Alabama is \$5,858, which represents close to 17 percent of women’s median annual earnings.**
- **Sixty-eight percent of households own their homes.**
- The rate of ownership is the highest among households headed by married couples (84.0 percent) compared with those headed by single males (55.1 percent) and single women (54.6 percent).
- **One out of four Alabama women (25 percent) holds a university degree (bachelor’s degree or higher), a higher share than for Alabama men (24 percent).**
- Among racial and ethnic groups, the share of women with a university degree is significantly higher among Asian/Pacific Islanders (44.6 percent), and women who identify as another race or multiracial (30.6 percent).
- County areas with the highest and lowest shares of women with a university degree are **Shelby County** (40 percent) and **Walker County Area** (12.3 percent).



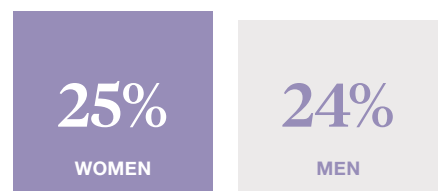
PERCENTAGE OF ALABAMA WOMEN AGED 16 AND OLDER EXPERIENCING POVERTY

17.8%

PERCENTAGE OF ALABAMA HOUSEHOLDS WHO OWN THEIR HOMES



PERCENTAGE OF ALABAMA WOMEN AND MEN WHO HOLD A UNIVERSITY DEGREE



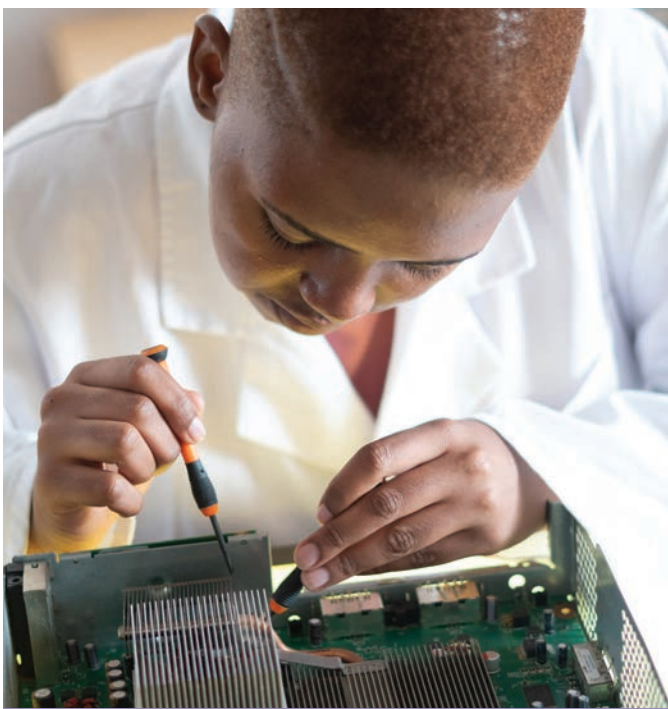
The Women's Fund in Action: Workforce Success Through the 2Gen Approach



Since 2012, The Women's Fund has partnered with community colleges and support services to increase student-parent success for women and to help build a strong workforce for Alabama. Our expertise in building collaboratives demonstrates that student-mothers in a cohort championed by a Student Success Coach and able to access wraparound supports are more likely to overcome short-term crises or more significant barriers that may have otherwise prevented them from completing career programs, increasing their chances of entering and remaining in the workforce with a living wage job. As of December 2019, The Women's Fund has funded and facilitated 32 two-generation (2Gen), collaborative programs with 447 women enrolled in job-specific, industry recognized certificate programs, including pharmacy tech, welding, and information technology (IT). 2Gen approaches focus on creating opportunities for and addressing needs of children and adults in their lives together.



Access to quality education and opportunities to build assets, including home ownership, can provide women with greater economic stability and independence.



COVID-19 Impact Insights:



Estimated number of women graduates during the early stages of COVID-19 (Spring 2020), according to the National Center for Education Statistics:¹²

- **Associates degree:** 603,000 (61 percent of all associate degrees awarded)
- **Bachelor's degree:** 1,134,000 (57 percent of all graduates)

Table 16. Number of Homeless Women and Men and TANF Recipients in Alabama

Number of Homeless Individuals (a)	Women	Men
Emergency shelter	684	816
Transitional housing	315	252
Unsheltered	384	805
Total	1,383	1,873
Number of TANF Recipients (b)	Women	Men
Individuals receiving TANF	3,489	132

Source: Compilation by IWPR based on: (a) 2019 Continuums of Care report for Alabama (US Department of Housing, 2020); (b) Characteristics and Financial Circumstances of TANF Recipients Fiscal Year 2018 (US Department of Health & Human Services, 2020).

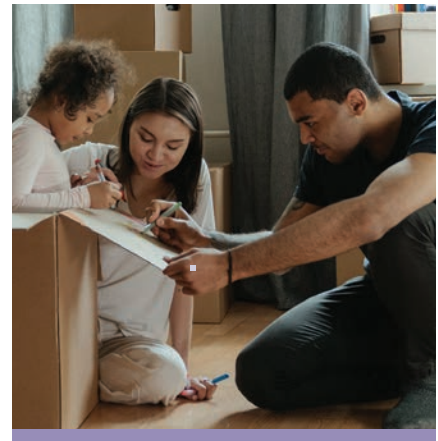


Table 17. Share of Women in Alabama Living In or Near Poverty by Age, 2018

Age Group	Women with Incomes Below the Federal Poverty Level		Women Living Near Poverty (Low Income: 100%-200% of Federal Poverty Level)	
	Number	Percent	Number	Percent
16 to 34	149,603	25.3%	129,900	22.0%
35 to 64	153,239	15.8%	171,209	17.6%
65 and older	52,059	12.0%	113,089	26.1%
Total (Aged 16 and older)	354,901	17.8%	414,198	20.8%

Source: IWPR analysis of 2014-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0).

Table 18. Share of Women in Alabama Living In or Near Poverty by Race/Ethnicity, 2018

Age Group	Women with Incomes Below the Federal Poverty Level		Women Living Near Poverty (Low Income: Between 100%-200% of Federal Poverty Level)	
	Number	Percent	Number	Percent
White	173,308	13.4%	234,209	18.1%
Hispanic	17,231	30.9%	14,351	25.8%
Black	141,760	27.2%	139,954	26.9%
Asian/Pacific Islander	3,519	13.5%	3,967	15.2%
Native American	1,217	15.1%	1,922	23.9%
Other Race or Multiracial	5,549	22.0%	5,946	23.6%
Total	342,584	17.7%	400,349	20.7%

Note: Racial categories are non-Hispanic.

Source: IWPR analysis of 2014-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0).



Table 19. Share of Low-Income Women and Single Women in Alabama Living In Poverty by County Area, 2018

Geographic Area	Women Living Near Poverty (Low Income: Between 100-200% of the Federal Poverty Level)		Share of Single Female Headed Households Below the Federal Poverty Level		Share of Single Mother Headed Households Below the Federal Poverty Level	
	Number	Percent	(With or Without Children)		(With Children Under 18)	
			Number	Percent	Number	Percent
Alabama	400,349	20.7%	175,873	59.0%	59,212	66.9%
Lauderdale County Area	17,594	23.3%	6,734	58.0%	2,291	69.8%
Madison County Area	36,236	17.0%	15,930	56.6%	5,705	56.0%
DeKalb & Jackson Counties	13,355	27.6%	3,889	41.3%	*	*
Morgan County Area	12,606	21.1%	4,761	59.0%	*	*
Cullman County Area	10,660	25.7%	3,255	56.3%	*	*
St. Clair & Blount Counties	11,940	21.0%	2,916	44.3%	*	*
Etowah County	9,707	23.4%	3,851	63.4%	*	*
Talladega County Area	15,745	25.1%	5,695	53.8%	1,681	60.6%
Calhoun County	9,296	20.1%	5,017	63.7%	*	*
Shelby County	10,575	12.8%	3,715	58.3%	*	*
Jefferson County	49,655	18.6%	24,374	62.5%	9,003	74.6%
Walker County Area	10,980	23.3%	4,902	53.5%	*	*
Tuscaloosa County Area	17,395	20.0%	7,687	59.3%	2,418	73.9%
Dallas County Area	13,983	27.3%	8,456	62.7%	2,724	75.8%
Chilton County Area	13,130	25.1%	5,067	60.1%	*	*
Lee County	10,541	17.3%	6,321	54.0%	*	*
Montgomery County Area	29,705	19.9%	14,767	64.2%	6,088	75.4%
Escambia County Area	13,947	25.7%	6,962	56.8%	1,578	63.6%
Coffee County Area	11,005	22.4%	4,631	60.9%	1,514	64.5%
Russell County Area	12,604	22.5%	7,943	65.2%	3,134	81.5%
Houston-Dale County Area	17,825	22.5%	7,615	61.3%	2,808	69.7%
Baldwin County	16,651	19.7%	4,089	50.2%	*	*
Mobile County	35,214	21.2%	17,296	63.5%	6,527	75.6%

Note: Poverty income thresholds are determined by the federal government and take into account household income and number of people living in the household.
 Source: IWPR analysis of 2014-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0).

For a listing of counties and areas included in each County Area, see page 64.

Table 20. Share of Women and Girls in Alabama Living in Poverty by County, 2018

Geographic Area	Women and Girls Living Below the Federal Poverty Line		Geographic Area	Women and Girls Living Below the Federal Poverty Line	
	Number	Percent		Number	Percent
Alabama	471,617	19.2%	Alabama	471,617	19.2%
Autauga County	4,956	17.6%	Houston County	11,071	20.50%
Baldwin County	12,609	11.9%	Jackson County	5,664	21.50%
Barbour County	3,803	31.8%	Jefferson County	62,121	18.30%
Bibb County	1,575	15.3%	Lamar County	1,659	23.50%
Blount County	4,472	15.4%	Lauderdale County	8,077	17.30%
Bullock County	1,659	36.3%	Lawrence County	3,227	19.00%
Butler County	2,891	27.6%	Lee County	17,965	23.20%
Calhoun County	12,330	21.2%	Limestone County	7,257	15.70%
Chambers County	3,256	18.8%	Lowndes County	1,626	30.30%
Cherokee County	2,116	16.5%	Macon County	2,473	27.90%
Chilton County	4,296	19.6%	Madison County	25,840	14.40%
Choctaw County	1,534	22.8%	Marengo County	2,118	21.30%
Clarke County	3,713	29.5%	Marion County	2,801	18.80%
Clay County	1,314	19.6%	Marshall County	11,416	24.10%
Cleburne County	1,697	22.6%	Mobile County	44,969	21.10%
Coffee County	4,233	16.5%	Monroe County	3,561	32.10%
Colbert County	5,122	18.2%	Montgomery County	25,998	22.20%
Conecuh County	1,672	26.0%	Morgan County	10,466	17.50%
Coosa County	739	14.0%	Perry County	1,905	41.20%
Covington County	3,789	20.1%	Pickens County	2,602	28.20%
Crenshaw County	1,171	16.9%	Pike County	4,625	28.50%
Cullman County	6,979	17.0%	Randolph County	2,169	19.20%
Dale County	4,984	20.2%	Russell County	6,418	21.70%
Dallas County	7,273	34.3%	Shelby County	10,163	9.50%
DeKalb County	8,606	24.3%	St. Clair County	6,190	14.30%
Elmore County	5,381	13.3%	Sumter County	2,092	32.10%
Escambia County	4,755	26.3%	Talladega County	8,490	21.00%
Etowah County	10,062	19.2%	Tallapoosa County	4,744	22.60%
Fayette County	1,815	22.1%	Tuscaloosa County	19,215	19.00%
Franklin County	3,744	23.8%	Walker County	7,106	21.90%
Geneva County	3,597	27.0%	Washington County	1,990	24.70%
Greene County	1,705	38.7%	Wilcox County	1,901	33.90%
Hale County	2,150	27.7%	Winston County	2,409	20.30%
Henry County	1,291	14.8%			

Source: IWPR compilation using Data.census.gov based on 2014-2018 annual estimates (U.S. Census Bureau, 2020).

HOUSEHOLD AND FAMILY NEEDS

Families require resources to thrive. To sustain a family financially, women need a living wage to pay for groceries, health care, transportation, and child care. The Basic Economic Security Tables (BEST) included in this section measure the income an employed adult requires to meet their family’s basic needs.



Table 21. Cost of Child Care and Access to Child Care Benefits in Alabama

Child Care Benefits (a)		Percent
Share of companies offering child care benefits		7.0%
Cost of Infant Care in a Center (b)		Percent
Average annual cost of infant care in a center	\$5,858	16.9%

Source: (a) Compilation by the Women’s Fund of Birmingham using Employee Benefits Package (Alabama Department of Labor, n.d.); (b) IWPR calculation using data from Child Care Aware America (2018) and women’s median earnings for full-time, year-round workers (see Section 3).

Table 22. Alabama Basic Economic Security Table Index by County, 2017

Geographic Area	Income Needed to Meet Basic Needs of a Family: 1 Adult and 2 Children (Ages 0-3 and 3-5)		
	Monthly Total	Annual Total	Hourly Wages
Alabama	\$4,390	\$52,680	\$25
Autauga County	\$4,533	\$54,396	\$26
Baldwin County	\$4,749	\$56,988	\$27
Barbour County	\$4,173	\$50,076	\$24
Bibb County	\$4,658	\$55,896	\$26
Blount County	\$4,777	\$57,324	\$27
Bullock County	\$4,794	\$57,528	\$27
Butler County	\$4,657	\$55,884	\$26
Calhoun County	\$4,153	\$49,836	\$24
Chambers County	\$4,081	\$48,972	\$23
Cherokee County	\$4,077	\$48,924	\$23
Chilton County	\$4,319	\$51,828	\$25
Choctaw County	\$4,068	\$48,816	\$23
Clarke County	\$4,161	\$49,932	\$24
Clay County	\$4,208	\$50,496	\$24
Cleburne County	\$4,233	\$50,796	\$24
Coffee County	\$4,253	\$51,036	\$24
Colbert County	\$4,132	\$49,584	\$23
Conecuh County	\$4,246	\$50,952	\$24
Coosa County	\$4,102	\$49,224	\$23
Covington County	\$4,080	\$48,960	\$23
Crenshaw County	\$4,189	\$50,268	\$24
Cullman County	\$4,082	\$48,984	\$23
Dale County	\$4,084	\$49,008	\$23
Dallas County	\$4,170	\$50,040	\$24
DeKalb County	\$4,150	\$49,800	\$24
Elmore County	\$4,220	\$50,640	\$24
Escambia County	\$4,289	\$51,468	\$24
Etowah County	\$4,532	\$54,384	\$26
Fayette County	\$4,254	\$51,048	\$24
Franklin County	\$4,020	\$48,240	\$23
Geneva County	\$4,255	\$51,060	\$24
Greene County	\$4,226	\$50,712	\$24
Hale County	\$4,132	\$49,584	\$23
Henry County	\$4,169	\$50,028	\$24

Geographic Area	Income Needed to Meet Basic Needs of a Family: 1 Adult and 2 Children (Ages 0-3 and 3-5)		
	Monthly Total	Annual Total	Hourly Wages
Alabama	\$4,390	\$52,680	\$25
Houston County	\$4,120	\$49,440	\$23
Jackson County	\$4,223	\$50,676	\$24
Jefferson County	\$4,650	\$55,800	\$26
Lamar County	\$4,977	\$59,724	\$28
Lauderdale County	\$4,247	\$50,964	\$24
Lawrence County	\$4,101	\$49,212	\$23
Lee County	\$4,095	\$49,140	\$23
Limestone County	\$4,348	\$52,176	\$25
Lowndes County	\$4,548	\$54,576	\$26
Macon County	\$4,081	\$48,972	\$23
Madison County	\$4,344	\$52,128	\$25
Marengo County	\$4,176	\$50,112	\$24
Marion County	\$4,082	\$48,984	\$23
Marshall County	\$4,112	\$49,344	\$23
Mobile County	\$4,515	\$54,180	\$26
Monroe County	\$4,250	\$51,000	\$24
Montgomery County	\$4,533	\$54,396	\$26
Morgan County	\$4,093	\$49,116	\$23
Perry County	\$4,265	\$51,180	\$24
Pickens County	\$3,937	\$47,244	\$22
Pike County	\$4,195	\$50,340	\$24
Randolph County	\$4,168	\$50,016	\$24
Russell County	\$4,528	\$54,336	\$26
St. Clair County	\$4,639	\$55,668	\$26
Shelby County	\$4,653	\$55,836	\$26
Sumter County	\$4,295	\$51,540	\$24
Talladega County	\$4,104	\$49,248	\$23
Tallapoosa County	\$4,239	\$50,868	\$24
Tuscaloosa County	\$4,423	\$53,076	\$25
Walker County	\$4,048	\$48,576	\$23
Washington County	\$4,173	\$50,076	\$24
Wilcox County	\$4,253	\$51,036	\$24
Winston County	\$4,084	\$49,008	\$23

Source: IWPR compilation of BEST Index, 2017 (Economic Security Database, 2020).

HOMEOWNERSHIP

Homeownership is often a defining factor of generational wealth because a house is an asset that can be passed on to future generations. Historically, women and people of color were shut out of this form of wealth-building because of unfair lending practices. The enduring effects of these policies contribute to the disparities seen today.

Table 23. Homeownership in Alabama by Household Type and County Area, 2018

Geographic Area	Home Ownership by Household		Home Ownership by Household Type					
			Married Couple		Single Male		Single Female	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Alabama	1,257,110	68.0%	729,189	84.0%	180,001	55.1%	314,542	54.6%
Lauderdale County Area	52,066	69.4%	31,354	84.9%	7,350	59.5%	12,203	54.9%
Madison County Area	145,462	68.9%	89,414	84.4%	20,306	53.4%	32,027	54.3%
DeKalb & Jackson Counties	33,191	70.6%	20,401	82.4%	4,958	61.2%	6,757	58.5%
Morgan County Area	43,119	74.3%	26,431	86.5%	6,109	63.4%	9,627	60.1%
Cullman County Area	29,807	76.1%	18,288	85.5%	4,193	66.7%	6,841	64.6%
St. Clair & Blount Counties	41,121	79.3%	25,956	86.2%	5,690	69.6%	8,362	70.3%
Etowah County	27,607	71.9%	15,896	83.6%	4,033	64.6%	6,809	57.7%
Talladega County Area	44,765	73.3%	25,858	85.5%	7,227	63.4%	10,169	57.6%
Calhoun County	30,980	68.8%	17,837	85.3%	4,205	56.9%	7,797	57.5%
Shelby County	61,497	78.4%	40,463	88.3%	6,975	63.9%	12,770	68.4%
Jefferson County	162,522	62.3%	87,130	82.3%	24,166	49.0%	46,601	49.7%
Walker County Area	34,535	74.3%	20,600	86.0%	4,770	61.9%	8,690	64.1%
Tuscaloosa County Area	50,303	63.7%	30,440	83.9%	6,762	45.8%	11,898	47.6%
Dallas County Area	32,739	68.2%	15,309	88.1%	5,673	58.8%	11,098	57.9%
Chilton County Area	36,018	71.5%	20,252	86.1%	5,421	66.2%	8,992	57.7%
Lee County	34,823	58.7%	21,744	82.7%	4,601	37.0%	7,348	42.1%
Montgomery County Area	91,403	63.9%	49,955	81.2%	13,717	53.3%	25,432	51.4%
Escambia County Area	35,805	70.8%	18,599	83.9%	5,985	60.4%	10,220	60.6%
Coffee County Area	31,277	68.5%	18,301	83.2%	4,348	56.7%	7,979	56.3%
Russell County Area	32,946	60.5%	16,690	80.7%	5,404	51.9%	9,843	48.5%
Houston-Dale County Area	49,183	66.0%	28,237	80.8%	6,878	54.2%	12,418	54.5%
Baldwin County	56,099	71.5%	33,895	84.6%	7,176	61.7%	13,448	61.9%
Mobile County	99,842	65.4%	56,139	82.7%	14,054	50.5%	27,213	51.0%

Note: Data is for households with and without children.

Source: IWPR analysis of 2014-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0)

For a listing of counties and areas included in each County Area, see page 64.

EDUCATIONAL ATTAINMENT

Increasing women’s educational attainment is critical for strengthening the economic opportunity of families and the economic future of Alabama. In Alabama, 30.1 percent of people without a high school diploma earn incomes below the Federal Poverty Level.¹³ For those who have completed some college or an associate degree, that percentage drops to 11.5 percent. At the same time, expanding industries in Alabama are seeking 500,000 skilled employees with some post-secondary educational training by 2025.¹⁴

Table 24. Women’s Educational Attainment in Alabama by Race/Ethnicity, 2018

Race/Ethnicity	Less than High School		High School Diploma		Some College or Associate’s Degree		Bachelors’ Degree or Higher	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
White	135,844	11.4%	358,916	30.2%	373,253	31.4%	318,957	26.9%
Hispanic	16,964	36.7%	11,683	25.3%	9,540	20.6%	8,034	17.4%
Black	73,450	16.1%	139,024	30.4%	154,161	33.7%	90,239	19.8%
Asian/Pacific Islander	3,967	16.8%	4,723	20.0%	4,405	18.6%	10,528	44.6%
Native American	886	12.4%	1,958	27.4%	2,858	40.0%	1,440	20.2%
Other Race or Multiracial	2,380	11.4%	4,557	21.9%	7,526	36.1%	6,385	30.6%
Total	233,491	13.4%	520,861	29.9%	551,743	31.7%	435,583	25.0%

Note: Women aged 25 and older. Racial categories are non-Hispanic.

Source: IWPR analysis of 2014-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0).

Table 25. Women’s Educational Attainment in Alabama by County Area, 2018 (continued on next page)

Geographic Area	Less than High School		High School Diploma		Some College or Associate’s Degree		Bachelor’s Degree or Higher	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Alabama	233,491	13.4%	520,861	29.9%	551,743	31.7%	435,583	25.0%
Lauderdale County Area	10,025	14.8%	23,855	35.3%	19,770	29.3%	13,876	20.5%
Madison County Area	22,473	11.7%	47,705	24.7%	60,476	31.4%	62,226	32.3%
DeKalb & Jackson Counties	9,223	21.1%	15,352	35.1%	13,246	30.3%	5,915	13.5%
Morgan County Area	9,370	17.2%	18,457	34.0%	16,785	30.9%	9,719	17.9%
Cullman County Area	6,821	17.9%	12,651	33.3%	12,895	33.9%	5,633	14.8%
St. Clair & Blount Counties	8,369	16.1%	17,808	34.3%	17,730	34.2%	7,960	15.3%
Etowah County	6,156	16.3%	11,329	30.0%	13,053	34.5%	7,254	19.2%
Talladega County Area	10,609	18.4%	18,980	32.9%	19,409	33.7%	8,648	15.0%
Calhoun County	6,892	16.5%	12,786	30.5%	13,716	32.8%	8,484	20.3%
Shelby County	5,925	7.9%	16,462	21.9%	22,651	30.2%	29,993	40.0%
Jefferson County	22,707	9.3%	63,256	26.0%	79,183	32.5%	78,473	32.2%
Walker County Area	7,846	18.1%	14,491	33.5%	15,639	36.1%	5,341	12.3%
Tuscaloosa County Area	8,839	11.9%	21,690	29.3%	21,384	28.9%	22,141	29.9%
Dallas County Area	7,553	16.4%	16,912	36.7%	13,866	30.1%	7,771	16.9%
Chilton County Area	8,459	17.8%	17,705	37.3%	13,321	28.1%	7,964	16.8%
Lee County	4,401	8.8%	11,441	23.0%	16,683	33.5%	17,216	34.6%

Table 25. (continued) Women's Educational Attainment in Alabama by County Area, 2018

Geographic Area	Less than High School		High School Diploma		Some College or Associate's Degree		Bachelor's Degree or Higher	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Alabama	233,491	13.4%	520,861	29.9%	551,743	31.7%	435,583	25.0%
Montgomery County Area	17,597	13.1%	38,156	28.4%	40,225	29.9%	38,559	28.7%
Escambia County Area	8,073	16.5%	20,064	40.9%	14,353	29.3%	6,518	13.3%
Coffee County Area	7,200	16.1%	14,626	32.8%	14,330	32.1%	8,499	19.0%
Russell County Area	9,693	19.7%	15,047	30.6%	15,220	30.9%	9,222	18.8%
Houston-Dale County Area	10,856	15.1%	22,894	31.8%	25,253	35.1%	12,953	18.0%
Baldwin County	6,271	8.1%	21,468	27.8%	24,452	31.6%	25,165	32.5%
Mobile County	18,133	12.1%	47,726	31.8%	48,103	32.1%	36,053	24.0%

Note: Women aged 25 and older.

Source: IWPR analysis of 2014-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0).

Table 26. Men's Educational Attainment in Alabama by County Area, 2018

Geographic Area	Less than High School		High School Diploma		Some College or Associate's Degree		Bachelor's Degree or Higher	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Alabama	246,936	15.9%	501,447	32.2%	434,627	27.9%	374,224	24.0%
Lauderdale County Area	10,116	16.8%	22,645	37.5%	15,847	26.3%	11,706	19.4%
Madison County Area	23,038	12.8%	42,875	23.9%	48,323	26.9%	65,205	36.3%
DeKalb & Jackson Counties	10,278	24.7%	15,881	38.2%	10,839	26.1%	4,549	10.9%
Morgan County Area	9,924	19.6%	16,952	33.5%	14,444	28.6%	9,240	18.3%
Cullman County Area	7,920	21.7%	13,166	36.0%	10,724	29.3%	4,749	13.0%
St. Clair & Blount Counties	9,064	18.5%	18,030	36.7%	14,957	30.5%	7,030	14.3%
Etowah County	5,001	14.9%	12,214	36.4%	10,669	31.8%	5,675	16.9%
Talladega County Area	11,524	21.9%	19,948	37.9%	14,701	27.9%	6,500	12.3%
Calhoun County	5,865	16.0%	12,427	34.0%	12,078	33.0%	6,194	16.9%
Shelby County	6,060	8.8%	14,286	20.7%	19,094	27.6%	29,688	42.9%
Jefferson County	24,342	11.8%	56,945	27.7%	58,800	28.6%	65,758	31.9%
Walker County Area	7,774	19.8%	15,263	38.8%	11,356	28.9%	4,947	12.6%
Tuscaloosa County Area	9,835	14.8%	21,810	32.8%	16,460	24.7%	18,411	27.7%
Dallas County Area	8,756	22.1%	15,422	39.0%	10,340	26.1%	5,044	12.7%
Chilton County Area	9,283	22.0%	16,789	39.8%	10,400	24.7%	5,717	13.6%
Lee County	4,545	10.1%	11,282	25.0%	13,799	30.6%	15,416	34.2%
Montgomery County Area	19,743	17.0%	35,059	30.3%	30,208	26.1%	30,860	26.6%
Escambia County Area	8,866	19.5%	21,444	47.3%	9,744	21.5%	5,302	11.7%
Coffee County Area	6,937	17.4%	14,693	36.9%	11,299	28.4%	6,856	17.2%
Russell County Area	9,816	21.3%	15,608	33.9%	13,606	29.5%	7,037	15.3%
Houston-Dale County Area	10,010	15.8%	21,863	34.5%	20,082	31.7%	11,487	18.1%
Baldwin County	8,232	11.7%	20,782	29.4%	20,820	29.5%	20,784	29.4%
Mobile County	20,007	15.6%	46,063	35.9%	36,037	28.1%	26,069	20.3%

Note: Men aged 25 and older. Source: IWPR analysis of 2014-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0).

For a listing of counties and areas included in each County Area, see page 64.

Health and Well-Being



Health and well-being is key to ensuring the realization of women's economic potential, unencumbered by physical or mental distress. Without health insurance coverage, experiencing a major illness or physical abuse can result in high medical expenses and financial strain. This section examines data on women and girls' physical and mental health status, as well as rates and types of health insurance coverage.



- Approximately 37.5 percent of Alabama women have experienced sexual assault, physical violence and/or stalking by an intimate partner during their lifetimes. The COVID-19 pandemic has only exacerbated women facing domestic violence, forcing women to stay home with their abuser. In April, domestic violence calls investigated by the Jefferson County Sheriff's Office jumped 27 percent.¹⁵
 - Among teenage girls, over 13 percent experienced sexual dating violence and close to 14 percent were subjected to physical dating violence.
 - According to the Alabama Coalition Against Domestic Violence, there are 16 domestic violence shelter programs across the state. These programs serve an average of four counties, with five programs serving more than six counties.¹⁶



- **Three out of four mothers (74.5 percent) have breastfed. Forty percent of breastfeeding moms continued until the baby was six months old and about 24 percent were still breastfeeding at 12 months old.**
 - Seventy-two percent of Alabama women began prenatal care in the first trimester of their pregnancy.
 - About 10 percent of babies are born with low birthweight.
 - Over seven percent of births are from teen mothers, aged 15 to 19. Etowah County has the highest teen pregnancy rate (9.8 percent).

- **Eighty-six percent of women aged 18-64 are covered by health insurance. The large majority of women with insurance (84 percent) have private insurance and 70 percent obtain it through an employer or union.**
 - The share of women with health insurance is much lower among Hispanic women (58.1 percent) compared to women of all other racial and ethnic groups, where the shares are above 82 percent.

COVID-19 Impact Insights:



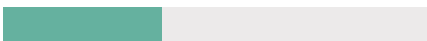
According to the Kaiser Family Foundation, **425,000 Alabamians have lost their employer-sponsored insurance due to job loss resulting from the COVID-19 pandemic.**

Unemployment benefits ease this financial strain but are only temporary. It is estimated that in January 2021, 151,000 additional Alabamians will be eligible for Medicaid, 138,000 Alabamians will be eligible for tax credits through the Affordable Care Act, but an estimated 125,000 Alabamians will fall into a coverage gap and will be without insurance because Alabama has not expanded Medicaid.¹⁷



SHARE OF ALABAMA WOMEN WHO HAVE EXPERIENCED SEXUAL, PHYSICAL, OR MENTAL ABUSE BY AN INTIMATE PARTNER IN THEIR LIFETIMES

37.5%



ALABAMA'S PREGNANCY-RELATED AND INFANT DEATHS IN 2017



102

 pregnancy-related deaths

2,480

 infant deaths

SHARE OF ALABAMA WOMEN AGED 18-64 WHO ARE COVERED BY HEALTH INSURANCE

86%



The Women's Fund in Action: Prioritizing Women in State Funding



Alabama's maternal mortality rate is the third highest in the country,¹⁸ yet 70 percent of maternal deaths in Alabama were preventable.¹⁹ Pregnancy and child birth should not be a death sentence. But because of inequitable access to health care, for many mothers—especially Black mothers—it can be. In Alabama, Black women are five times more likely to die from a pregnancy-related cause than White women.²⁰ To study, and ultimately change, this unacceptable data, the state established the Maternal Mortality Review Committee (MMRC) in 2018. However, the committee was never funded, creating a backlog of unreviewed maternal deaths. Thanks to the efforts of The Women's Fund and organizational partners, the state legislature fully funded the MMRC in Spring 2020. The data collected and analyzed by the MMRC will not only help illuminate these health disparities and deaths, but also provide a roadmap that can be used to change this reality.



Table 27. Health, Well-Being, and Safety of Women in Alabama

Mental Health (a)	
Number of Women who reported having at least one day of poor mental health	817,721
Average number of days per month women report that their mental health is not good	5.1
Violence Against Women (b)	
Lifetime prevalence of contact sexual assault, physical violence and/or stalking by an intimate partner, women in Alabama, 2010-2012 annual estimates	37.5%
Births	
Births financed by Medicaid (d)	58.0%
Percentage of babies born with low birthweight (e)	10.2%
Breastfeeding Rates (f)	
Any breastfeeding	
Ever breastfed	74.6%
Breastfed at 6 months	40.1%
Breastfed at 12 months	23.5%
Exclusive breastfeeding	
Breastfeeding through 3 months	36.7%
Breastfeeding through 6 months	20.0%

Source: (a) IWPR analysis of the 2015-17 Behavioral Risk Factor Surveillance System microdata; (b) The National Intimate Partner and Sexual Violence Survey, 2010-2012 State Report (Centers for Disease Control and Prevention, 2017); (c) Compiled by Women's Fund of Birmingham using Alabama Domestic Violence Help, Programs and Statistics (DomesticShelters.org, 2020); (d) 2016 Kaiser Family Foundation Medicaid Budget Survey (Smith et al., 2016); (e) IWPR compilation of 2013-2017 data from the Centers for Disease Control and Prevention's WONDER Online Database; (f) National Immunization Survey (Centers for Disease Control and Prevention, 2016).

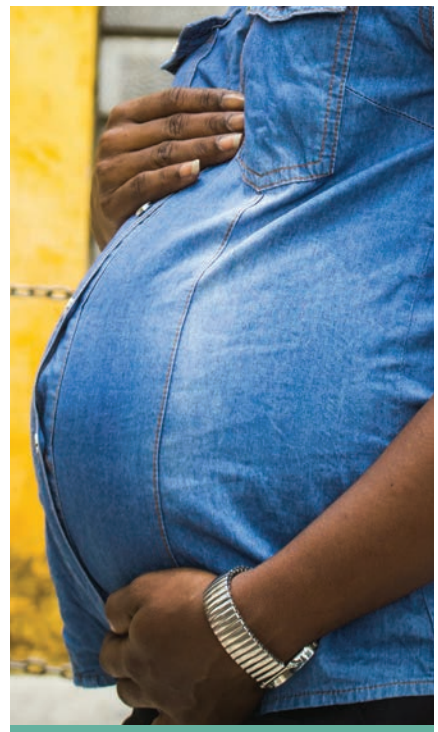


Table 28. Health, Well-Being, and Safety of Teenage Girls in Alabama

Violence Against Teens (a)	Percent
Were electronically bullied (counting being bullied through texting, Instagram, Facebook, or other social media, during the 12 months before the survey)	19.6%
Were bullied on school property (during the 12 months before the survey)	21.6%
Experienced sexual dating violence (being forced to do sexual things (counting such things as kissing, touching, or being physically forced to have sexual intercourse) they did not want to do by anyone, one or more times during the 12 months before the survey)	13.4%
Experienced physical dating violence (being physically hurt on purpose (counting such things as being hit, slammed into something, or injured with an object or weapon) by someone they were dating or going out with, one or more times during the 12 months before the survey, among students who dated or went out with someone during the 12 months before the survey)	13.9%
Teen Pregnancy Rate (b)	
Percent of live births from teen mothers, ages 15 to 19	7.20%

Source: (a) Alabama High School Youth Risk Behavior Survey, (Centers for Disease Control and Prevention, 2015); (b) IWPR compilation of data from the Centers for Disease Control and Prevention's WONDER Online Database.

Table 29. Federal and State Prison Population in Alabama, 2018

Federal and State Prison Population	Number	Percent
Women	2,743	9.0%
Men	25,135	91.0%

Source: Bureau of Justice Statistics, 2017 (Bronson and Carson, 2019).

Table 30. Alabama Women’s Health and Well-Being by County, 2017

Geographic Area	Suicide Rates		Infant Mortality Rates		Pregnancy-Related Mortality Rates		Teen Pregnancy Rates	
	Number of Deaths	Rate per 100,000	Number of Deaths	Rate per 1,000	Number of Deaths	Rate per 100,000	Number	Percent of Births by Teen Mothers, Age 15-19
Alabama	773	6.2	2,480	8.4	102	0.8	*	7.2%
Autauga	11	*	*	*	*	*	*	*
Baldwin	53	10.1	*	*	*	*	*	7.0%
Blount	14	*	*	*	*	*	*	*
Calhoun	16	*	*	*	*	*	*	8.1%
Cullman	16	*	*	*	*	*	*	*
DeKalb	11	*	*	*	*	*	*	*
Elmore	24	11.5	*	*	*	*	*	*
Etowah	13	*	*	*	*	*	*	9.8%
Houston	20	7.4	*	*	*	*	*	7.9%
Jackson	11	*	*	*	*	*	*	*
Jefferson	83	4.8	456	10.4	17	*	*	5.9%
Lauderdale	18	*	*	*	*	*	*	*
Lee	31	7.8	*	*	*	*	*	5.2%
Limestone	10	*	*	*	*	*	*	*
Madison	55	6.1	*	*	*	*	*	5.0%
Marshall	20	8.3	*	*	*	*	*	*
Mobile	57	5.3	251	9.0	11	*	*	7.1%
Montgomery	37	6.2	*	*	10	*	*	8.1%
Morgan	27	8.9	*	*	*	*	*	8.8%
St. Clair	18	*	*	*	*	*	*	*
Shelby	26	4.8	*	*	*	*	*	3.3%
Talladega	10	*	*	*	*	*	*	*
Tuscaloosa	31	5.9	*	*	*	*	*	6.0%
Walker	17	*	*	*	*	*	*	*
Unidentified	*	*	1616	8.0	*	*	*	8.4%

Note: *= sample too small for statistical analysis or data not available. When a record is assigned to a specific county, but the county has an insufficient sample size, the CDC does not report any records for that county. When a record is not assigned to a specific county, the record is grouped as unidentified.
 Source: IWPR compilation of 2013-2017 data from the Centers for Disease Control and Prevention’s WONDER Online Database.

Table 31. Prenatal Care for Women and Infant Health in Alabama by County, 2017

Geographic Area	Women Who Received Prenatal Care				Babies with Low Birth Weight	
	Average Number of Prenatal Visits	First Received Prenatal Care in 1st Trimester (a)	First Received Prenatal Care in 2nd Trimester (a)	First Received Prenatal Care in 3rd Trimester or None (a)	Number	Percent of Total Births
Alabama	10.6	72%	21%	7%	30,146	10.21%
Autauga	*	*	*	*	*	*
Baldwin	11.3	*	*	*	*	*
Blount	*	*	*	*	*	*
Calhoun	10.8	*	*	*	*	*
Cullman	*	*	*	*	*	*
DeKalb	*	*	*	*	*	*
Elmore	*	*	*	*	*	*
Etowah	9.7	*	*	*	*	*
Houston	11.3	*	*	*	*	*
Jackson	*	*	*	*	*	*
Jefferson	10.5	69.7%	23.2%	7.1%	4,967	11.4%
Lauderdale	*	*	*	*	*	*
Lee	12.7	*	*	*	831	8.7%
Limestone	*	*	*	*	*	*
Madison	9.9	*	*	*	1,999	9.5%
Marshall	*	*	*	*	*	*
Mobile	10.8	82.1%	14.2%	3.7%	3,243	11.6%
Montgomery	10.0	*	*	*	1,998	12.6%
Morgan	10.8	*	*	*	607	8.6%
St. Clair	*	*	*	*	*	*
Shelby	10.8	*	*	*	825	7.0%
Talladega	*	*	*	*	*	*
Tuscaloosa	9.7	*	*	*	1,379	10.9%
Walker	*	*	*	*	*	*
Unidentified	10.6	*	*	*	11,639	10.0%

Note: *= sample too small for statistical analysis or data not available. When a record is assigned to a specific county, but the county has an insufficient sample size, the CDC does not report any records for that county. When a record is not assigned to a specific county, the record is grouped as unidentified.

Source: IWPR compilation of 2013-2017 data from the Centers for Disease Control and Prevention's WONDER Online Database; (a) Peristats (March of Dimes Perinatal Data Center, 2016).

Table 32. Alabama Women Mortality Rates for Cardiovascular Disease by Race/Ethnicity, 2017

Geographic Area	White		Black		Hispanic		Asian/Pacific Islander		American Indian or Alaska Native	
	Deaths	Rate per 100,000	Deaths	Rate per 100,000	Deaths	Rate per 100,000	Deaths	Rate per 100,000	Deaths	Rate per 100,000
Alabama	30,761	27,918	9,456	18,689	*	*	46	*	15	*
Autauga	332	308	53	189	*	*	*	*	*	*
Baldwin	1,359	308	110	220	*	*	*	*	*	*
Barbour	137	474	118	399	*	*	*	*	*	*
Bibb	140	340	29	305	*	*	*	*	*	*
Blount	464	356	*	*	*	*	*	*	*	*
Bullock	28	652	65	369	*	*	*	*	*	*
Butler	156	559	81	330	*	*	*	*	*	*
Calhoun	1,028	469	228	346	*	*	*	*	*	*
Chambers	224	449	114	315	*	*	*	*	*	*
Cherokee	231	381	11	0	*	*	*	*	*	*
Chilton	393	430	37	310	*	*	*	*	*	*
Choctaw	101	530	69	457	*	*	*	*	*	*
Clarke	141	414	93	315	*	*	*	*	*	*
Clay	141	506	23	446	*	*	*	*	*	*
Cleburne	133	377	*	*	*	*	*	*	*	*
Coffee	317	340	86	365	*	*	*	*	*	*
Colbert	466	415	89	370	*	*	*	*	*	*
Conecuh	85	524	63	399	*	*	*	*	*	*
Coosa	67	380	31	369	*	*	*	*	*	*
Covington	409	501	52	395	*	*	*	*	*	*
Crenshaw	107	422	24	265	*	*	*	*	*	*
Cullman	783	405	*	*	*	*	*	*	*	*
Dale	336	384	79	292	*	*	*	*	*	*
Dallas	185	616	300	384	*	*	*	*	*	*
DeKalb	661	445	*	*	*	*	*	*	*	*
Elmore	538	343	85	193	*	*	*	*	*	*
Escambia	269	465	80	281	*	*	*	*	*	*
Etowah	978	465	154	353	*	*	*	*	*	*
Fayette	144	399	16	0	*	*	*	*	*	*
Franklin	289	454	12	0	*	*	*	*	*	*
Geneva	257	445	33	470	*	*	*	*	*	*
Greene	16	0	73	402	*	*	*	*	*	*
Hale	75	486	76	321	*	*	*	*	*	*
Henry	115	377	53	425	*	*	*	*	*	*

Note: *= sample too small for statistical analysis or data not available. When a record is assigned to a specific county, but the county has an insufficient sample size, the CDC does not report any records for that county. When a record is not assigned to a specific county, the record is grouped as unidentified.
 Source: IWPR compilation of 2013-2017 data from the Centers for Disease Control and Prevention's WONDER Online Database.

Table 32. (continued) Alabama Women Mortality Rates for Cardiovascular Disease by Race/Ethnicity, 2017

Geographic Area	White		Black		Hispanic		Asian/Pacific Islander		American Indian or Alaska Native	
	Deaths	Rate per 100,000	Deaths	Rate per 100,000	Deaths	Rate per 100,000	Deaths	Rate per 100,000	Deaths	Rate per 100,000
Alabama	30,761	27,918	9,456	18,689	*	*	46	*	15	*
Houston	678	\$371	\$226	300	*	*	*	*	*	*
Jackson	528	\$434	\$25	500	*	*	*	*	*	*
Jefferson	3,280	\$377	\$1,980	255	14	0	18	0	*	*
Lamar	155	\$501	\$15	0	*	*	*	*	*	*
Lauderdale	801	\$388	\$74	280	*	*	*	*	*	*
Lawrence	274	\$404	\$47	463	*	*	*	*	*	*
Lee	542	\$202	\$185	185	*	*	*	*	*	*
Limestone	593	\$330	\$60	202	*	*	*	*	*	*
Lowndes	28	\$425	\$88	433	*	*	*	*	*	*
Macon	32	\$402	\$175	406	*	*	*	*	*	*
Madison	1,825	\$308	\$426	180	*	*	18	0	*	*
Marengo	130	\$556	\$127	458	*	*	*	*	*	*
Marion	364	\$512	*	*	*	*	*	*	*	*
Marshall	868	\$427	\$19	0	*	*	*	*	*	*
Mobile	2,200	\$355	\$1,145	285	*	*	*	*	15	0
Monroe	134	\$435	\$88	359	*	*	*	*	*	*
Montgomery	830	\$398	\$750	213	*	*	10	0	*	*
Morgan	968	\$410	\$87	220	*	*	*	*	*	*
Perry	35	\$467	\$62	349	*	*	*	*	*	*
Pickens	134	\$484	\$81	370	*	*	*	*	*	*
Pike	169	\$348	\$93	274	*	*	*	*	*	*
Randolph	246	\$561	\$56	455	*	*	*	*	*	*
Russell	250	\$340	\$154	227	*	*	*	*	*	*
Shelby	892	\$210	\$87	126	*	*	*	*	*	*
St. Clair	577	\$302	\$44	225	*	*	*	*	*	*
Sumter	30	\$344	\$96	366	*	*	*	*	*	*
Talladega	561	\$424	\$232	332	*	*	*	*	*	*
Tallapoosa	292	\$404	\$110	371	*	*	*	*	*	*
Tuscaloosa	936	\$286	\$386	221	*	*	*	*	*	*
Walker	854	\$566	\$40	357	*	*	*	*	*	*
Washington	133	\$480	\$49	453	*	*	*	*	*	*
Wilcox	48	\$613	\$112	542	*	*	*	*	*	*
Winston	255	\$441	*	*	*	*	*	*	*	*

HEALTH INSURANCE

Health care is expensive, but broader access to health insurance can make health care more affordable. Expanding Medicaid would allow 152,000 women in Alabama to have health insurance coverage.²¹ When women have access to health insurance, their families are more financially secure and more likely to thrive.



Table 33. Alabama Women's Health Insurance Coverage by Age, 2018

Age Group	Women with Health Insurance		Women with Public Health Insurance		Women with Private Health Insurance		Women with Health Insurance through an Employer/Union		Women with Health Insurance through Medicaid	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
16 to 34	518,407	84.0%	120,830	19.6%	417,993	67.7%	349,364	56.6%	115,375	18.7%
35 to 64	859,661	88.0%	182,777	18.7%	728,596	74.6%	606,358	62.1%	121,027	12.4%
65 and older	443,929	99.6%	436,687	98.0%	273,744	61.4%	140,262	31.5%	79,682	17.9%
Total (Aged 16 and older)	1,821,997	89.3%	740,294	36.3%	1,420,333	69.6%	1,095,984	53.7%	316,084	15.5%

Source: IWPR analysis of 2014-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0).

Table 34A. Health Insurance Coverage for Women in Alabama by Race/Ethnicity, 2018

Race/Ethnicity	Women with Health Insurance, Aged 18-64		Women with Public Health Insurance, Aged 18-64		Women with Private Health Insurance, Aged 18-64		Women with Health Insurance through an Employer/Union, Aged 18-64	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
White	865,074	88.2%	137,776	15.9%	766,541	88.6%	638,990	73.9%
Hispanic	30,376	58.1%	6,767	22.3%	24,972	82.2%	19,166	63.1%
Black	377,899	84.9%	127,327	33.7%	276,716	73.2%	234,467	62.0%
Asian/Pacific Islander	19,307	85.4%	1,721	8.9%	18,136	93.9%	13,003	67.3%
Native American	6,026	87.5%	1,511	25.1%	5,086	84.4%	4,300	71.4%
Other Race or Multiracial	17,929	82.3%	4,644	25.9%	14,668	81.8%	11,436	63.8%
Total	1,316,611	86.0%	279,746	21.2%	1,106,119	84.0%	921,362	70.0%

Note: Racial categories are non-Hispanic.

Source: IWPR analysis of 2014-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0).

Table 34B. Health Insurance Coverage for Women in Alabama by Race/Ethnicity, 2018

Race/Ethnicity	Women with Health Insurance through Medicaid, Aged 18-64		Women with Health Insurance through Medicare, Aged 65 and Older	
	Number	Percent	Number	Percent
White	98,944	10.1%	336,355	98.4%
Hispanic	5,643	10.8%	4,056	82.3%
Black	102,437	23.0%	87,602	97.7%
Asian/Pacific Islander	1,250	5.5%	3,389	85.9%
Native American	1,080	15.7%	1,227	100.0%
Other Race or Multiracial	3,481	16.0%	3,906	99.8%
Total	212,835	13.9%	436,535	98.0%

Note: Racial categories are non-Hispanic.

Source: IWPR analysis of 2014-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0).

Table 35A. Alabama Women’s Health Insurance Coverage by County Area, 2018

Geographic Area	Women with Health Insurance, Aged 18-64		Women with Health Insurance through Medicaid, Aged 18-64		Women with Health Insurance through Medicare, Aged 65 and Older	
	Number	Percent	Number	Percent	Number	Percent
Alabama	1,316,611	86.0%	212,835	13.9%	436,535	98.0%
Lauderdale County Area	49,537	86.0%	6,369	11.1%	19,355	98.8%
Madison County Area	147,877	86.2%	17,228	10.0%	44,834	98.0%
DeKalb & Jackson Counties	29,674	80.9%	6,028	16.4%	11,780	96.7%
Morgan County Area	39,696	85.8%	6,346	13.7%	13,863	98.0%
Cullman County Area	25,935	83.0%	3,874	12.4%	10,761	99.3%
St. Clair & Blount Counties	37,140	85.1%	4,493	10.3%	12,989	96.5%
Etowah County	27,205	86.6%	4,880	15.5%	10,691	99.2%
Talladega County Area	41,159	85.8%	8,466	17.6%	16,035	99.2%
Calhoun County	32,145	88.0%	6,601	18.1%	10,963	98.4%
Shelby County	61,137	91.5%	3,757	5.6%	16,659	97.8%
Jefferson County	189,135	88.1%	29,853	13.9%	57,069	97.1%
Walker County Area	29,114	84.3%	5,978	17.3%	12,985	98.3%
Tuscaloosa County Area	68,127	88.9%	9,900	12.9%	16,471	98.6%
Dallas County Area	34,037	86.4%	10,237	26.0%	12,727	96.9%
Chilton County Area	32,212	82.4%	5,971	15.3%	13,454	99.0%
Lee County	49,040	90.0%	4,969	9.1%	9,629	97.5%
Montgomery County Area	105,111	86.4%	18,128	14.9%	30,334	98.2%
Escambia County Area	32,775	80.9%	7,763	19.2%	14,256	98.9%
Coffee County Area	31,479	84.8%	5,606	15.1%	12,434	98.0%
Russell County Area	39,661	85.9%	9,463	20.5%	12,795	97.9%
Houston-Dale County Area	49,783	82.4%	9,901	16.4%	19,306	98.7%
Baldwin County	52,977	84.0%	6,759	10.7%	21,744	98.6%
Mobile County	111,655	84.3%	20,265	15.3%	35,401	96.8%

Source: IWPR analysis of 2014-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0).

For a listing of counties and areas included in each County Area, see page 64.

Table 35B. Alabama Women's Health Insurance Coverage by County Area, 2018

Geographic Area	Women with Public Health Insurance, Aged 18-64		Women with Private Health Insurance, Aged 18-64		Women with Health Insurance through an Employer/Union, Aged 18-64	
	Number	Percent	Number	Percent	Number	Percent
Alabama	279,746	21.2%	1,106,119	84.0%	921,362	70.0%
Lauderdale County Area	9,256	18.7%	42,515	85.8%	36,201	73.1%
Madison County Area	23,629	16.0%	131,745	89.1%	110,070	74.4%
DeKalb & Jackson Counties	7,602	25.6%	23,982	80.8%	19,750	66.6%
Morgan County Area	7,801	19.7%	34,075	85.8%	28,654	72.2%
Cullman County Area	5,017	19.3%	21,989	84.8%	17,954	69.2%
St. Clair & Blount Counties	6,240	16.8%	32,732	88.1%	28,266	76.1%
Etowah County	6,509	23.9%	22,242	81.8%	19,286	70.9%
Talladega County Area	11,271	27.4%	32,775	79.6%	27,960	67.9%
Calhoun County	8,648	26.9%	25,787	80.2%	20,974	65.2%
Shelby County	5,834	9.5%	57,054	93.3%	48,544	79.4%
Jefferson County	39,713	21.0%	158,595	83.9%	136,513	72.2%
Walker County Area	7,809	26.8%	23,314	80.1%	19,790	68.0%
Tuscaloosa County Area	13,485	19.8%	58,207	85.4%	48,581	71.3%
Dallas County Area	12,193	35.8%	24,128	70.9%	18,994	55.8%
Chilton County Area	8,045	25.0%	26,200	81.3%	21,874	67.9%
Lee County	6,540	13.3%	44,079	89.9%	34,805	71.0%
Montgomery County Area	23,468	22.3%	87,440	83.2%	72,869	69.3%
Escambia County Area	10,192	31.1%	24,576	75.0%	20,636	63.0%
Coffee County Area	7,403	23.5%	26,135	83.0%	20,235	64.3%
Russell County Area	11,798	29.7%	30,568	77.1%	24,156	60.9%
Houston-Dale County Area	12,532	25.2%	40,126	80.6%	31,358	63.0%
Baldwin County	9,371	17.7%	46,313	87.4%	36,867	69.6%
Mobile County	25,390	22.7%	91,542	82.0%	77,025	69.0%

Source: IWPR analysis of 2014-2018 American Community Survey microdata (Integrated Public Use Microdata Series, Version 9.0).

For a listing of counties and areas included in each County Area, see page 64.

Political Representation

Women’s leadership and political involvement—through voting and advocacy—is key to advancing policies and shaping laws that address women’s unique interests, needs, and perspectives. Women’s voices, both in the public and private sector, allow for a greater focus on policies that support families and strengthen communities. Diversity of thought and experience can increase ideas, encourage innovation, and bring unique perspectives that are missing when women are not at the table. This section examines a number of indicators on women’s involvement in politics and other important institutions.

- **In the 2018 election, Alabama women participated in the political process at a higher rate than men.**
 - Seventy-one percent of eligible women registered to vote, compared to 66.7 percent of men.
 - Women voter turnout was 52.4 percent compared to 48.8 percent of men.
- **The Governor of Alabama (Kay Ivey) is a woman.** Of the 22 members of the Governor’s Cabinet, seven are women.



Photo credit: City of Huntsville, Alabama Facebook page

- **Of the seven statewide elected officials in Alabama, only one (the governor) is a woman.** This is down from four in 2003.
- **Two members of the Alabama Congressional delegation are women.** Both are members of the House of Representatives. Both members of the Senate are men.
 - In 2003 after the most recent redistricting, there were zero women on the Alabama Congressional delegation.
- **There are 22 women in the Alabama Legislature (15.7 percent).** This is up from 14 women (11 in the House of Representatives and 3 in the Senate) in 2003.
 - All four State Senators are Black women.
 - Out of the 18 women State Representatives, 11 are Black and seven are White.

and Leadership

Women's voices, both in the public and private sector, allow for a greater focus on policies that support families and strengthen communities.

- **Women make up 26% of the Alabama Appellate Courts:**

- Of the nine members of the Alabama Supreme Court, two are women.
- Of the five members of the Alabama Court of Criminal Appeals, two are women.
- Of the five members of the Alabama Court of Civil Appeals, one is a woman.



- **Of the 147 Alabama Circuit Court judges, 27 are women. Of the 98 District Court judges, 20 are women.**

- The 10th Judicial Circuit is the largest circuit in Alabama. Of the 28 Circuit Court judges, 15 are women. Of the 11 District Court Judges, 7 are women.

- **With 25 women serving, women make up 7 percent of the 67 Alabama county commissions. There are 322 men serving.**

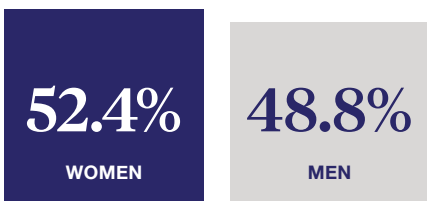
- **Of the 10 members of the Alabama State Board of Education, seven are women.**

- **Of the 138 Superintendents of School Systems in Alabama, 30 are women (21.7%).**

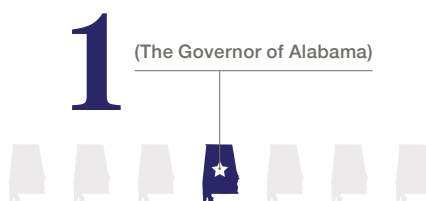
- **Of the 19 mayors of cities representing cities with a population of 30,000 and larger, only 2 are women.**

- **Out of Alabama's Top 100 Publicly Held companies, only 8 CEOs are women.**

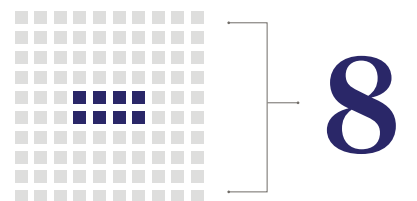
VOTER TURNOUT RESULTS FOR WOMEN AND MEN IN 2018



NUMBER OF WOMEN AMONG THE 7 STATEWIDE ELECTED OFFICIALS IN ALABAMA

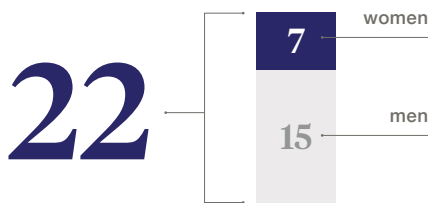


NUMBER OF WOMEN CEOs IN ALABAMA'S TOP 100 PUBLICALLY-HELD COMPANIES



Diversity of thought and experience can increase ideas, encourage innovation, and bring unique perspectives that are missing when women are not present.

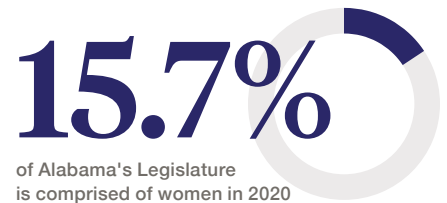
NUMBER OF WOMEN AND MEN SERVING IN THE ALABAMA GOVERNOR'S CABINET



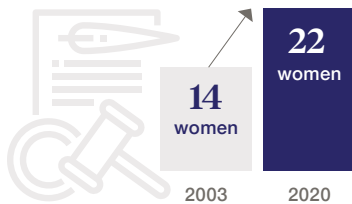
NUMBER OF WOMEN IN ALABAMA'S CONGRESSIONAL DELEGATION



PERCENTAGE OF WOMEN SERVING IN ALABAMA LEGISLATURE



THE NUMBER OF WOMEN IN ALABAMA LEGISLATURE IN 2003 AND TODAY



PERCENTAGE OF WOMEN IN ALABAMA'S APPELLATE COURTS



SHARE OF WOMEN WHO ARE JUDGES IN ALABAMA'S CIRCUIT COURTS



PERCENTAGE OF WOMEN SERVING IN ALABAMA COUNTY COMMISSIONS

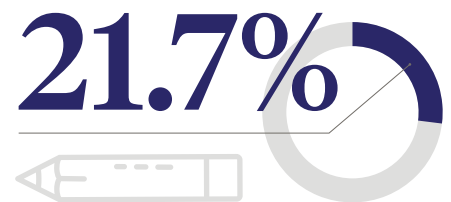


of people serving on Alabama's 67 county commissions are women

SHARE OF WOMEN WHO ARE MEMBERS OF THE ALABAMA STATE BOARD OF EDUCATION



PERCENTAGE OF WOMEN SUPERINTENDENTS IN ALABAMA'S SCHOOL SYSTEM





The Women's Fund in Action: Amplifying Women's Voices in Advocacy



In an effort to demystify the legislative process and encourage more women to advocate, The Women's Fund partnered with Reckon Women, an Alabama Media group news brand, in February 2020 to host A Seat at the Table, a series of statewide events elevating the voice of women and addressing the importance of, and need for, systems change. At A Seat at the Table, The Women's Fund listened to women and provided an opportunity for attendees to speak out on important issues, such as child care, maternal health, and domestic violence. We also presented an advocacy training focused on how to navigate governmental systems and engage with lawmakers to better equip women to advocate for issues that matter most to them. Four-hundred women from four different cities joined us to speak out and boldly shared their thoughts and opinions.

COVID-19 Impact Insights:



Only 3 of the 18 members of the Alabama Coronavirus (COVID-19) Task Force are women. ²²



Table 36. Women's Political Representation in Alabama by Race/Ethnicity, 2019

Political Participation (a)	Number	Percent
Female State Senators		
White	0	0.0%
Hispanic	0	0.0%
Black	4	11.4%
Asian/Pacific Islander	0	0.0%
Native American	0	0.0%
Multiracial	0	0.0%
Total	4	11.4%
Female State Representatives		
White	7	6.7%
Hispanic	0	0.0%
Black	11	10.5%
Asian/Pacific Islander	0	0.0%
Native American	0	0.0%
Multiracial	0	0.0%
Total	18	17.1%
Distribution of Female Members of the Governor's Cabinet by Race/Ethnicity (b)		
White	5	22.7%
Hispanic	0	0.0%
Black	2	9.1%
Asian/Pacific Islander	0	0.0%
Native American	0	0.0%
Multiracial	0	0.0%
Total	7	31.8%

Note: Racial categories are non-Hispanic.

Source: Compilation by Women's Fund of Birmingham using: (a) Alabama Legislature website, n.d.; (b) Governor's Cabinet (Office of the Governor, n.d.).

100 Years After the 19th Amendment

August 26, 2020, marked the centennial of the adoption of the 19th Amendment to the U.S. Constitution, enfranchising the vote for women in the United States—though in practice, Black women would not be able to vote until the passage of the Voting Rights Act of 1965. This victory for women’s rights took nearly a century of protesting, petitioning, and organizing; and permanently affected the political landscape of the country.



Table 37. Voter Registration and Turnout for Alabama Women, 2018

Political Participation (a)	Percent	Percent
Registered to Vote in the 2018 Election		
Women	1,368,000	71.0%
Men	1,122,000	66.7%
Voted in the 2018 Election		
Women	1,010,000	52.4%
Men	821,000	48.8%

Note: Data is for U.S. citizen population only.

Source: IWPR compilation using Current Population Survey, November 2018 (U.S. Census Bureau, 2020).

Table 38. Share of Alabama Women in Leadership Positions

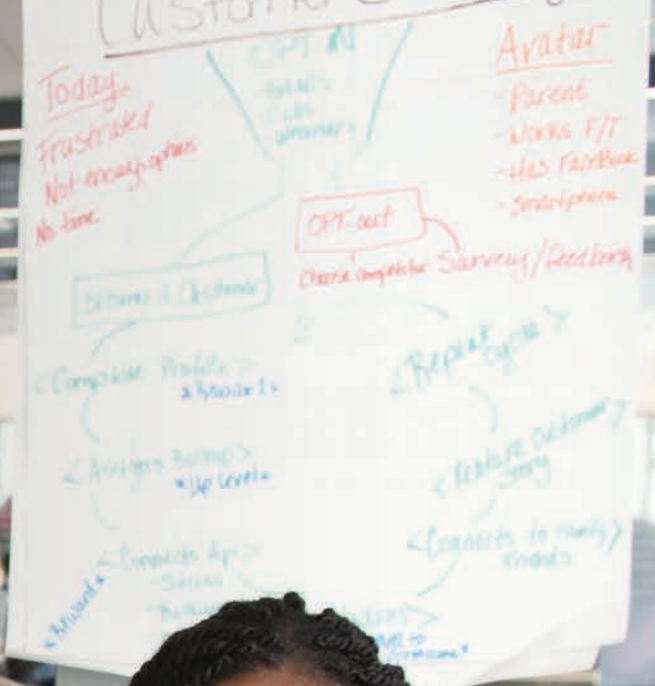
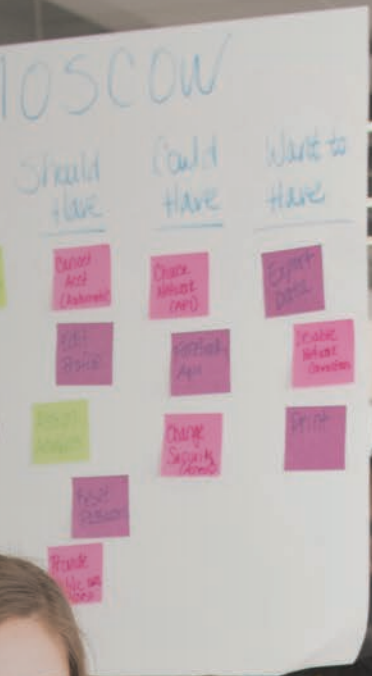
Number of Women Judges (a)	Number	Female to Male Ratio
Supreme Court	2	22.2%
Court of Civil Appeals	1	20.0%
Court of Criminal Appeals	2	40.0%
Number of CEOs of Alabama's Top 100 Largest Companies (b)	Number	Female to Male Ratio
Female CEOs	8	8.0%
Number of Female Board of Education and Superintendents	Number	Female to Male Ratio
Board of Education (c)	7	70.0%
Superintendents (d)	30	21.7%

Source: : Compilation by Women’s Fund of Birmingham using: (a) Alabama Judicial System website, n.d.); (b) Top 100 Largest Companies in Alabama for 2019 (Zippia, 2019); (c) State Board of Education (Alabama State Department of Education; (d) List of Superintendents (School Superintendents of Alabama, n.d.)

Conclusion

Throughout history, women have led movements, gone above and beyond to care for their communities while also caring for their own families, and held essential frontline positions to keep our country moving forward. Whatever struggle we face—a global pandemic, structural racism, or economic disaster—we must recognize that women, especially women of color, bear the brunt of the negative effects. In any circumstance, true recovery and progress will always demand that women are not left behind.

The Women’s Fund is dedicated to building gender equity in Alabama through philanthropy, advocacy, and research. Our new look at the status of women—a clear picture of where women stand—allows decision-makers across the state to establish a research-informed understanding of the problems facing women in order to adequately begin a diagnosis and agree on a solution. **When we examine the intersection of our identities, including gender, race, and place, we can determine a path toward parity for all people together.**



Appendices

Definitions

Breadwinner

A breadwinner is someone who earns money to support a family. For this report, breadwinners are individuals who earn at least 40% of their household income. Breadwinner mothers include single mothers and married mothers with children under 18 who earn at least 40% of household income.

Equal pay

Equal Pay is paying men and women the same wage for doing the same or similar work.

Infant mortality

Infant mortality refers to deaths of children under one year of age.

Source: Centers for Disease Control and Prevention

Low income

Low-income individuals or families earn incomes at or below 200% of the Federal Poverty Level (see *Poverty*).

Median income

The median income is the amount that divides the income distribution into two equal groups, one having incomes above the median, and other having incomes below the median.

Source: Census.gov

Poverty

This report uses the Federal Poverty Level to measure poverty. The U.S. Census Bureau uses a set of money income thresholds that vary by family size to define who is experiencing poverty for Federal purposes. If a family's total income is less than the family's threshold, then that family and every individual in it is considered to be experiencing poverty. The official poverty definition uses money income before taxes and does not include capital gains or noncash benefits (such as public housing, Medicaid, and food stamps).

Source: Census.gov

Pregnancy-related mortality

Pregnancy-related mortality refers to the death of a woman while pregnant or within 1 year of the end of a pregnancy from any cause related to or aggravated by the pregnancy or its management, but not from accidental or incidental causes.

Source: Centers for Disease Control and Prevention

TANF

TANF stands for Temporary Assistance for Needy Families, a Federal aid program that offers time-limited financial assistance for parents with children who cannot provide the families basic needs. With funds from the U.S. Department of Health and Human Services, TANF is designed to help needy families achieve self-sufficiency. States receive block grants to design and operate programs that accomplish the purposes of the TANF program.

Source: Office of the Administration for Children and Families.

Methodology

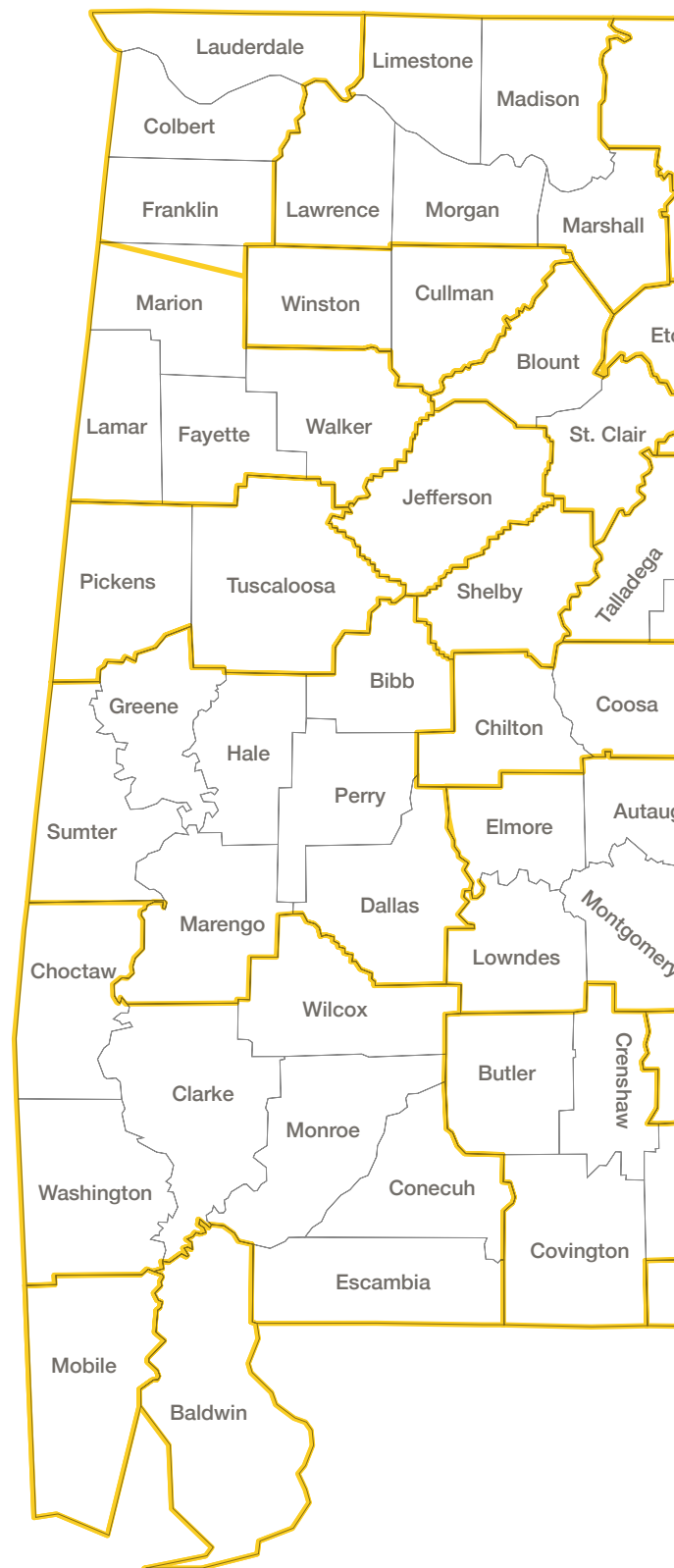
The Institute for Women’s Policy Research (IWPR), a think tank that applies quantitative and qualitative analyses of public policy through a gender lens, compiled and analyzed the data in this report. IWPR examines facts, figures, and more while considering the implications in terms of gender and the impact on women.

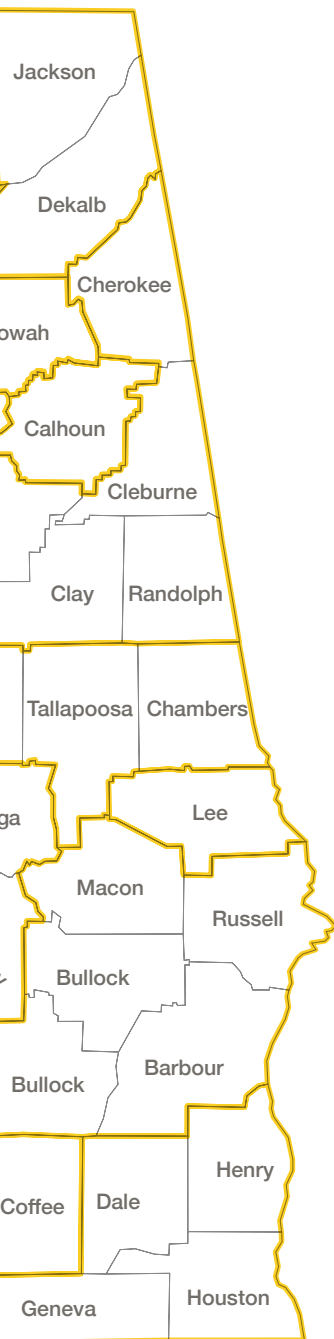
In most cases, IWPR combined the five most recent years of microdata from the America Community Survey (U.S. Census Bureau) to generate statistics broken down by gender and other relevant parameters (such as race, age, and geographic location) to help reveal any disparities and inequalities.

IWPR consulted other important databases including Data.census.gov (U.S. Census Bureau), the Behavioral Risk Factor Surveillance System (BRFSS), and the WONDER Tool made available by the Centers for Disease Control and Prevention (CDC).

Summary statistics are presented on three geographic levels, based on availability: State of Alabama, County Areas, and Individual Counties. Sample size rules vary based on the source and the specific statistic being calculated. Given the complexity of these rules, IWPR uses the standard expression that the sample is too small for significant analysis. To ensure sample sizes large enough for statistical analysis, IWPR, in consultation with The Women’s Fund, created the County Areas pictured in the map by merging the smallest geographical areas made available by the U.S. Census Bureau, the Public Use Microdata Areas (PUMA).

For data not in tables, sources are included in the References section in the Appendices.





County Areas	US Census Designated Areas (PUMA)
Lauderdale County Area	Lauderdale, Colbert, Franklin & Marion (Northeast) Counties
Madison County Area	Limestone & Madison (Outer) Counties--Huntsville City (Far West & Southwest); Huntsville (North) & Madison (East) Cities; Huntsville City (Central & South); Marshall & Madison (Southeast) Counties--Huntsville City (Far Southeast)
DeKalb & Jackson Counties	DeKalb & Jackson Counties
Morgan County Area	Morgan & Lawrence Counties--Decatur City
Cullman County Area	Cullman & Winston Counties
St. Clair & Blount Counties	St. Clair & Blount Counties
Etowah County	Etowah County
Talladega County Area	Talladega, Cherokee, Randolph, Cleburne & Clay Counties
Calhoun County	Calhoun County
Shelby County	Shelby County
Jefferson County	Birmingham City (West) Birmingham City (East), Jefferson County (Southeast)-Hoover (North), Vestavia Hills & Homewood Cities, Jefferson County (Northeast)--Trussville, Center Point & Gardendale Cities, Jefferson County (West)--Bessemer, Hueytown & Pleasant Grove Cities
Walker County Area	Walker, Marion (South & West), Fayette & Lamar Counties
Tuscaloosa County Area	Tuscaloosa (Outer) & Pickens Counties--Northport City (North & West), Tuscaloosa & Northport (Southeast) Cities
Dallas County Area	Dallas, Bibb, Marengo, Hale, Sumter, Perry & Greene Counties
Chilton County Area	Chilton, Tallapoosa, Chambers & Coosa Counties
Lee County	Lee County--Auburn City
Montgomery County Area	Montgomery City & Pike Road Town (North), Elmore, Autauga, Montgomery (Outer) & Lowndes Counties
Escambia County Area	Southwest Alabama
Coffee County Area	Coffee, Covington, Butler & Crenshaw Counties
Russell County Area	Russell, Pike, Barbour, Macon & Bullock Counties
Houston-Dale County Area	Houston, Dale, Geneva & Henry Counties--Dothan City
Baldwin County	Baldwin County
Mobile County	Mobile City (East), Mobile City (West), Mobile County (Outer)--Prichard City, Tillmans Corner & Saraland City

References

- 1 The U.S. Coronavirus Response Must Meet Health Workers' Child Care Needs, 2020, Center for American Progress. <https://www.americanprogress.org/issues/early-childhood/news/2020/03/24/482086/u-s-coronavirus-response-must-meet-health-workers-child-care-needs/>
- 2 At the Wage Floor: Covering Homecare and Early Care and Education Workers in the New Generation of Minimum Wage Laws, 2018, Center for Labor Research and Education (UC Berkeley), Center for the Study of Child Care Employment (UC Berkeley), and COWS (UW-Madison). <https://cscce.berkeley.edu/files/2018/05/At-the-Wage-Floor.pdf>
- 3 Alabama's COVID-19 Data and Surveillance Dashboard, September 1, 2020, Alabama Department of Public Health. <https://alpublichealth.maps.arcgis.com/apps/opsdashboard/index.html#/6d2771faa9da4a2786a509d82c8cf0f7>
- 4 Demographics of Unemployment Insurance Claims, August 2020, Alabama Department of Labor. <http://www2.labor.alabama.gov/Laus/ClaimsDemogTab.aspx>
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THE WOMEN'S FUND
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Mission

The Women's Fund of Greater Birmingham accelerates economic opportunity for women and their families through philanthropy, research, and advocacy.

Vision

We envision a society where power and possibility are not limited by gender.

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